

MARGIN NOTES
(personal/
unofficial)

UNEDITED NOTES FROM GSS MEETING, June 13-15, 1980, TORONTO:
(Dick Follett)

Article IV

rationale:
"enabling"

The UFMCC affirms the universal priesthood of all believers.

All members of the Church are called by God to a ministry of the Gospel of Christ in the church and in the world.

A. Ministry of the Laity

1. THE PRIESTHOOD OF ALL BELIEVERS. The UFMCC affirms the ministry of every lay person of the UFMCC.

2. DEACONS. Their office is an historic ministry of service and aid within the Christian Church.

a. Responsibilities: In accordance with the spiritual responsibilities of the office, deacons minister to those in need, the sick, the friendless, and those persons who may be in distress. Deacons may administer the rites and sacraments under the authorization and direction of their appointing authority. Considering the responsibilities of deacons, it is desirable that they not serve in church administrative offices.

includes Boards
of Directors

b. Qualifications: Deacons shall be members in good standing of a local church body and be persons of spiritual mind, exemplary lives, joyful outlook, sound judgment, and of proven dedicated service.

c. Appointments: All persons appointed deacons by the pastors of Chartered Churches are subject to approval by the local Board of Directors. All persons appointed deacons in missions or study groups by the local interim pastor/worship coordinator are subject to approval by the district coordinators/world church extension officers and the interim/advisory Board of Directors. If the need arises, the district coordinator/world church extension officer may request the services of a deacon for district work. This request is subject to approval of the

rationale:
moving toward
future full-time
district co-
ordinators

sense of GSS: may
also be exhorter-
evangelists.
deacons/SM may
refuse request

MARGIN NOTESUNEDITED NOTES . . .

appointing authority and the Board of Home Missions. The term of office for Deacons shall be for three (3) years. Persons may be reappointed at the end of any term. Training before and after the appointment of deacons is the responsibility of the appointing authority and may be delegated.

d. Discipline: Discipline of deacons is to be exercised by the appointing authority, together with a majority of the approving authority. For cause, the appointing authority may suspend a deacon from the exercise of a deacon's ministry for a period of not more than 30 days, and must report that suspension and the reasons for it to the approving authority. The appointing authority together with a majority of the approving authority may remove a deacon from office for disloyalty, unbecoming conduct, or dereliction of duty and may for cause impose lesser discipline. Decisions made through the above process are final.

B. Ministry of the Clergy.

1. Student Ministers are qualified persons who feel called by God to professional Christian ministry and for a limited time may serve in this position as a test of their calling within a local congregation. [Their training and supervision will be monitored by the Board of Home Missions/World Church Extension Officers or any person/institution designated by them.]

a. Responsibilities: In accordance with their call and the test of that call, Student Ministers will concentrate on learning experiences. Those learning experiences shall include ministry in local congregations as well as academic studies. Student Ministers may administer the rites and sacraments under the authorization and direction of the appointing authority. Considering the responsibilities of Student

rationale:
"authority" is
office, not person

marked "hold" in
my notes but not
crossed out.
rationale: care of
the individual

MARGIN NOTES

UNEDITED NOTES . . .

*rationale: unique
& various calls to
various forms of
ministry*

a. Responsibilities: In accordance with their call, clergy administer the rites and sacraments of this Fellowship and perform all other functions of Christian ministry.

*rationale: pro-
cedural concerns need
not be spelled out
in by-laws*

b. Qualifications: Qualifications for the clergy are established by the M.C.A.C. subject to the approval of the general conference.

*rationale: min-
isters from other
denominations
included here*

c. Credentials: In accordance with procedures and standards established by the M.C.A.C. and subject to the approval of the general conference, credentials as professional ministers will be issued on a biennial or a lifetime basis.

d. Discipline: The UFMCC cannot condone disloyalty or unbecoming conduct in the professional ministry and therefore the provisions for discipline and removal of credentials of clergy shall be defined by the M.C.A.C., subject to approval of the general conference.

e. Retirement: UFMCC recognizes as honorably retired, clergy who retire after suitable years of service for age, illness, or other compelling reasons. Such clergy shall be accorded all rights and privileges of the clergy.

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1. Alan Fox will send copies of the work for review. Final copies will then be sent to each of us.
--Mark "GSS" on envelopes.
 2. Include rationale notes.
 3. District communications should begin after final copies and rationale.
 4. Develop questionnaires for grassroots input. Send proposed questions to Don Eastman.
 5. Next meeting: with M.C.A.C., probably 3rd week in January, Dallas?

MARGIN NOTESUNEDITED NOTES . . .

Ministers, it is desirable that they not serve in church administrative offices. Student Ministers may serve as worship coordinators of churches, missions or study groups.

b. Qualifications: Before being appointed a student minister, an individual must be a member in good standing of a congregation in this Fellowship and must have demonstrated a spiritual disposition, willingness and ability to work well with others, and must show promise of ability to do the study and work of a professional minister in this Fellowship.

c. Appointments: All persons appointed student ministers by the pastors of chartered churches are subject to approval by the local Board of Directors. All persons appointed student ministers in missions or study groups by the local interim pastor/worship coordinator are subject to approval by the district coordinator/world church extension officer and the local interim/advisory board of directors. The student minister will engage in a program of spiritual and practical study under the direction of the (interim) pastor and/or through any appropriate, recognized educational agency. This program may be supplemented by the Board of Home Missions/World Church Extension Office or any person and/or agency designated by them. The term of a student minister shall be for one (1) year. No person shall serve as a student minister for more than a total of five (5) terms.

d. Discipline: Reasons and procedures for discipline or removal of student ministers are identical to those given in these By-Laws for deacons.

*rationale: U.S.
Govt. immigration
recognition--legal
status needed*

2. Clergy. Clergy are those persons of professed and demonstrated call to be professional Christian ministers who are spiritually and legally recognized by the Fellowship.

PROPOSED REVISION

UFMCC-BY-LAWS

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1st. Draft - July 2, 1982

Developed by the Commission on Government Structures and Systems.

ARTICLE V

GOVERNMENT, ORGANIZATION AND OFFICERS

A. GOVERNMENT

1. This Fellowship acknowledges the Holy Scriptures interpreted by the Holy Spirit in Conscience and faith as its guide in faith, discipline and government.
2. The government of this Fellowship is vested in the General Conference, its District Conferences and Congregational Meetings, subject to the provisions of the Fellowship Articles of Incorporation and its By-Laws. The officers elected by the General and District Conferences and Congregational Meetings are subject the direction and discipline of the respective bodies and are responsible to carry out their directives and policies.
3. This Fellowship is amenable to no outside ecclesiastical jurisdiction, but accepts the obligation of mutual content, comity, and cooperation involved in the free fellowship of other churches, and does pledge itself to share in their common aims and endeavors subject to the expressed approval of its membership.
4. Geographical Districts and District Conferences, as defined by these By-Laws, are set forth for the purposes of Christian fellowship, mutual cooperation and implementation of By-Laws and policies of the General Conference.
5. A local church of the Universal Fellowship of Metropolitan Community Churches (UFMCC) is that church which subscribes to the government and doctrine of the UFMCC and has been chartered by the same.
6. The government of the local churches in the Fellowship is vested in its congregational meetings which exert the right to control all of its affairs, subject to the provisions of its Articles of Incorporation and By-Laws, and those of the General and its District Conference.

B. FELLOWSHIP

1. ELDERS: The Board of Elders of the UFMCC is that body authorized by the General Conference to carry on in an an orderly manner the administrative affairs of the UFMCC between General Conferences. The Board of Elders shall consist of all District Coordinators, one World Church Extension member of the Board of Elders for each 500 members of World Church Extension congregations or portion thereof, and three At-Large members elected by the General Conference as Moderator, Clerk and Treasurer; the three At-Large members shall be the administrative officers of the Fellowship.

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2 a) QUALIFICATIONS: Elders must be those members in good standing within
3 the Fellowship of obvious spiritual quality and leadership who are mature
4 and have sound judgment and a proven record of accomplishment.

5 b) ELECTIONS AND TERMS

- 6 1) District Coordinator: District Coordinators shall be elected
7 by the District Conference, as specified in Section C 2(a).
8
9 2) ELDERS-AT-LARGE: At-Large members of the Board of Elders shall
10 be elected by the General Conference. A Nominations Committee,
11 composed of one lay person and one Clergy from each District
12 and World Church Extension Area, elected respectively by the
13 District Conference and World Church Extension Area Meeting
14 immediately preceding the General Conference, shall receive
15 and review all nominations. The Nominating Committee will
16 then present to the General Conference qualified nominees
17 to fill the positions of Moderator, Clerk, Treasurer and
18 World Church Extension Elder. Nominations may be made from
19 the floor of the General Conference. The Nominations Com-
20 mittee shall make its report at the first business meeting of
21 General Conference. The nominees shall present themselves
22 before the delegates for questioning as determined by the
23 Nominations Committee. The election shall be held no less
24 than two (2) days after the nominations.

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26 *Proposed*
Genl Conf
9 2 yrs

- 27 3) TERM OF OFFICE: The term of office for a member of the Board of Elders
28 shall be four (4) years. The terms of the District Coordinators
29 shall expire at the District Conference immediately preceding
30 each General Conference. The terms of two Elders-At-Large
31 shall expire at each General Conference.

- 32 c) DUTIES: It is the responsibility of the Board of Elders to establish and
33 make appointments to the various Fellowship boards, commissions, committees
34 and institutions. The Board is also empowered to collect and disburse funds
35 for the advancement and growth of this Fellowship. In addition, this Board
36 is charged to carry out all directives of the General Conference. All
37 actions of this Board must be reported to, and approved by each
38 General Conference except where specifically provided for in these By-Laws.

39 When church bodies or members of the Fellowship raise a question
40 of interpretation of the By-Laws, by official action the Board of
41 Elders - as the administrative body of the Fellowship - is author-
ized to issue an advisory interpretation of the By-Laws for that
situation.

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2 d) VACANCIES: In case of a vacancy, a District Coordinator shall be
3 succeeded in the manner prescribed by his/her District. In the case
4 of a vacancy among Elders-At-Large, occurring between General Confer-
5 ences, the Board of Elders shall appoint to the position a qualified
6 person who meets the abovementioned requirements. An election for
7 the remainder of the uncompleted term of Elder-At-Large shall be
8 conducted at the next General Conference.
- 9 e) DISCIPLINE: The UFMCC cannot condone disloyalty or unbecoming conduct
10 on the part of its elders, and, therefore, makes the following provisions
11 for discipline or removal:

12 All charges against an elder must be submitted in written form
13 signed by a minimum of ten (10) Clergy from different churches and
14 by the Lay Delegates of ten (10) churches and may be initiated by
15 either the Clergy or Lay Delegates. The elder must be given written
16 notice of the charges, and at that time becomes inactive but has
17 the right to appear on his/her behalf before the Board of Elders.
18 The Board of Elders will then review the charges, and, upon majority
19 vote of the full Board, may remove the elder or take other such
20 action as they may deem appropriate. The only appeal from the
21 decision of the Board of Elders will be to the General Conference
22 of the Fellowship, and written notice of such appeal must be filed
23 with the Clerk of the Board of Elders within thirty (30) days.

24 2. FELLOWSHIP BOARDS, COMMISSIONS, COMMITTEES AND INSTITUTIONS:

25 The following must be standing committees of this Fellowship: The Clergy
26 Credentials and Concerns Committee; the Fellowship By-Laws Committee; the
27 Commission on Fellowship, Faith and Order; and the Commission on the Laity.

28 All Fellowship Boards, Commissions, Committees and Institutions must be
29 called into existence by either the General Conference or the Board of
30 Elders. All groups are responsible to, and operate under, the direction
31 of the Board of Elders, and, therefore, are also accountable to the
32 General Conference.

33 3. THE BOARD OF WORLD CHURCH EXTENSION shall be composed of those
34 appointed by the Board of Elders as Coordinators of Church Extension.
35 This Board shall be responsible to the General Conference and to the
36 Board of Elders. The Board of Elders shall be responsible for establishing
37 the procedures for World Church Extension. The Board of World Church
38 Extension shall be directed by the Board of Elders to continue to develop
39 an outreach in response to interested groups throughout the world. When
40 these groups request recognition to become a part of the UFMCC, The Board
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of Elders will have the right to grant permission to these groups to change these By-Laws if they are in direct violation of their national laws.

C. DISTRICTS:

1. DISTRICT COMMITTEE:

The District Committee is that body elected by the District to carry on the administrative affairs of the District between District Conferences in an orderly manner. This Committee shall consist of at least three (3) members, as the District Conference may determine from time to time, including a District Coordinator, who shall be Moderator of District Conferences, of meetings of the District Committee, and who shall be the chief administrative officer of the District, and members representative of Clergy and Lay people.

a) Qualifications and Requirements: Members of the District Committee must be individuals in good standing within the Fellowship of obvious spiritual quality and leadership, who are mature and have sound judgment and a proven record of accomplishment. The members of this committee must reside in the District during their term of office. The term of office

shall be two (2) years.

b) Procedures: The District Conference will establish its own procedures for the nomination and election of members of the District Committee, and all District Officers.

c) Duties: It is the responsibility of the District Committee to propose a budget to the District Conference each year and to implement such a budget when adopted; to establish and make appointments to district committees and task forces; to carry out the directives of the District Conference; and to act upon charter petitions of groups according to procedures established by the District Conference.

d) Discipline: The UFMCC cannot condone disloyalty or unbecoming conduct on the part of District Officers or members of the District Committees. Therefore, any member of the District Committee or a District Officer may be recalled from office only by the District Conference. When the District Conference is not in session, charges against a District Officer or member of the District Committee, signed by at least four (4) Clergy from different churches within the District, or by Lay Delegates from four churches within

Is This
ADEQUATE?
Include
Dist. Officers

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DIST COOR

the District, may be presented to the Board of Elders, who may suspend the officer or member of the District Committee so charged until the next District Conference.

2. DISTRICT OFFICERS:

a) DISTRICT COORDINATOR: The District Coordinator shall be elected by the District Conference for a term of four (4) years and shall serve as a member of the Board of Elders. It shall be the duty of the District Coordinator to act as Moderator at all District Conferences; to represent the interests and perspectives of the District to the Board of Elders; to represent the Board of Elders within the District; to coordinate and administer the work of the District in achieving its purposes; and to assure, together with the District Committee, that every church within the District is supplied with a pastor or parish coordinator. It shall be the right and duty of the District Coordinator, or any representatives whom the District Coordinator may delegate, to visit all churches within the District. The District Coordinator shall also serve as the Chair of the District Committee. The District Coordinator may designate only an elected District Officer to represent the District at a Board of Elders Meeting.

b) OTHER DISTRICT OFFICERS: In addition to the District Coordinator, as specified above, the District shall provide for at least the following officers.

Assistant District Coordinator, who shall assist the District Coordinator in carrying out all tasks and functions assigned by the District Coordinator and/or the directives of the District. In the absence of, or at the direction of the District Coordinator, the Assistant District Coordinator shall preside over District functions.

The District Clerk, who shall be responsible for the recording of minutes of District business meetings; for establishing in consultation with the District Coordinator, a tentative agenda for each District Conference, to be mailed to all delegates, District Officers and congregations at least thirty (30) days prior to the conference; for publishing and disseminating to a delegates, District Officers and congregations tentative minutes of each District business meeting within thirty (30) days; for keeping orderly files of approved minutes and pertinent materials; and for providing District Officers with copies of approved District minutes within thirty (30) days of their approval.

PAGE 4

The District Treasurer, who shall be responsible for the receipt and safekeeping of all funds of the District. The Treasurer shall be responsible for the keeping of accurate financial records and disbursing of funds in accordance with procedures approved by the district finance committee. The Treasurer shall prepare a quarterly statement, a copy of which shall be sent to all delegates, district officers and congregations. The Treasurer shall present a financial report at each District Conference.

District Lay Representative, who shall chair the Task Force on Lay Concerns of the District, be the District representative to the UFMCC Commission on the Laity and the UFMCC Commission on Government Structures and Systems. The District Lay Representative shall visit each congregation annually.

3. DISCIPLINE:

Discipline of district officers shall be in accordance with the provisions of Article V, Section C.1.d), above. All charges must be submitted to the Board of Elders, in written form, signed by the required signatories. As soon as the officer is informed of the written charges, he/she may be suspended as provided above. The next District Conference will then review the charges, and upon majority vote of that conference may remove the officer in question or may take other such action as they may deem appropriate. A disciplined or dismissed officer has the right of written appeal to the Board of Elders and if suspended, will so remain inactive until final determinations of the charges. The appeal must be presented in writing to the Board of Elders not later than thirty (30) days after the action. The decision of the Board of Elders is final.

Any specific matters of district approval or appeal not covered herein are left to the local district option.

D. LOCAL CHURCHES:

1. PASTOR: The pastor is that person elected by a local church congregation to perform the duties of teacher, preacher, spiritual leader and counselor. The person filling this position must be a credentialed clergyperson in the UFMCC. The pastor of the church shall have the authority for ordering all religious worship services of the church. The pastor is a voting member of the local Board of Directors. Associate or assistant pastor, other ministerial personnel, uncompensated and compensated personnel shall be appointed by the pastor subject to the approval of the Board of Directors.

1. The pastor shall act as personnel director of the local church staff, shall have the authority to delegate such responsibilities and duties as to him/her seem wise, and shall, with the approval of the Board of Directors, determine compensation, vacation periods and titles of office of the staff.

2. Pastors may be removed from office only for disloyalty, unbecoming conduct or dereliction of duty, by a majority vote of the congregation at any special meeting called for that purpose, either by a three-fourths (3/4) vote of the full Board of Directors or by a petition to the Clerk or other officer of the Board of Directors signed by at least twenty-five (25%) percent of the members in good standing of the congregation. The pastor must be given written notice of the charges within two (2) weeks. At that time the pastor goes on inactive status but remains fully compensated until final action by the congregation. The pastor has the right to appear on his/her behalf before a congregational meeting. The action of the congregation is final. If a special meeting is called to remove a pastor, the District Coordinator and the UFMCC Fellowship office must be given notice that such action is being taken. The District Coordinator, must send a representative to attend said meeting as an impartial observer. Such observer may serve as the Moderator if requested by the meeting. If the pastor is removed, the Board of Directors will meet immediately after the meeting with the representative of the District Coordinator, and Board of Elders, to elect a parish coordinator who will serve until the pulpit is filled. The Board of Directors will confer with the District Coordinator and the Board of Elders of the Fellowship as to available candidates for the office of pastor.

3. BOARD OF DIRECTORS: The Board of Directors elected by the local church shall consist of at least four (4) members of the local church who are in good standing, in addition to the pastor. They shall hold office for a term of two (2) years with the exception of the pastor who will hold office for as long as he/she occupies the pulpit of that church. Board members' term must be staggered. In the event of the resignation or death or removal of a board member, the remaining members of the board shall appoint an interim board member to serve until the next congregational meeting when an open election shall be held for a replacement for the remainder of the original term.

2 The Board of Directors shall have charge of all matters pertaining
3 to the Articles of Incorporation, church property, physical and financial
4 affairs of the local church. This board shall have the responsibility
5 for collecting and disbursing funds, keeping adequate church records,
6 and making reports thereof to the local congregation and through their
7 district to the UFMCC. The Board of Directors shall serve as pastoral
8 search committee upon the event of a pastoral vacancy. For the purpose
9 of its function as pastoral search committee, it may appoint additional
10 voting members as appropriate. When they have chosen a suitable quali-
11 fied candidate, the board shall present the candidate to the congregation
12 for approval at a specially called meeting or at the next regular
13 business meeting.

14 Every local church financial account is required to have a minimum
15 of two (2) signatories, who are chosen by the Board of Directors. Two
16 signatures shall be required for any withdrawals.

17 Local churches of the UFMCC must not condone disloyalty or unbe-
18 coming conduct on the part of any members of the Board of Directors;
19 therefore the board may remove, by a majority vote of the full board,
20 any of their members guilty of the above, with exception of the pastor,
21 who must be disciplined in accordance with Article V Section D.1, above.
22 A petition presented to the board and signed by twenty (20%) percent of
23 the members in good standing of the congregation, may also initiate
24 such a procedure. This action of the Board of Directors may be subject
25 to review by a vote of the congregation at its next regular business
26 meeting or at a special meeting which may be called, and must be in ac-
27 cordance with the provisions of the By-Laws of this Fellowship and the
28 By-Laws of the local church.

29 The Board of Directors shall be subject to these By-Laws, local
30 Articles of Incorporation, or local By-Laws, if such exist, and to the
31 approval or disapproval by action of their local congregation as provided
32 for in any of the above. It is incumbent upon the Board of Directors
33 of each local church to provide that church with a set of By-Laws or
34 Standing Operating Procedures.

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36 3. LAY DELEGATE: Each local church body must elect one of its
37 members for each one (100) hundred members, or portion thereof, that
38 it carries on its active membership roll. These delegates shall be
39 elected at the first congregational meeting following each General Con-
40 ference and shall serve for a term of two (2) years. The duties of the
41 Lay Delegate shall include but not be limited to the representation of

PORPOSED REVISION

UFMCC BY-LAWS

ARTICLE VI: APPROVAL OF CHURCH BODIES

Index

A. GENERAL STATEMENTS

B. ENTRY

C. NON-PROVISIONAL CHARTER

1st. Draft - July 2, 1982
Developed by the Commission on
Government Structure and Systems

NOTE: THIS DRAFT IS PARTIAL AND PRELIMINARY.
IT IS NOT WRITTEN IN "BY-LAW" LANGUAGE
BUT DOES STATE THE BASIC PRINCIPLES
GSS IS CONSIDERING TO RECOMMEND.

ARTICLE VI
APPROVAL OF CHURCH BODIES

A. General

1. Within the UFMCC, all local church bodies are ~~termed and~~ considered to be equal as churches.
 2. ~~All Clergy leaders of churches are pastors without differentiating a level, except for interim pastors.~~ *that* ~~serve temporarily.~~
 3. In relation to the internal working of the Fellowship and District, ^{Region} this Fellowship recognizes the appropriate structural differences (~~tiers~~) as an internal arrangement only. The sequence of structure which has been developed is based upon increasing maturity and strength ~~as distinct from number of members~~ as churches grow spiritually. ^{the sequence is} This functionally becomes the entry, the provisional charter and the charter.
- ~~ENTRY:~~ ^{Provisional CHARTER} To become affiliated with the UFMCC, a local group of at least twelve (12) persons must by petition to the appropriate District, show a pledged commitment 1) to uphold the Statement of Faith and the By-Laws of the UFMCC, 2) to actively support the work of the local church over the period of the next year, 3) to provide adequate financial support to carry out the work of the church over the next year and 4) ~~indicated~~ ^{Regional/WCE Elder} that those people signing the petition have a record of attendance at organizational meetings. The petition, to be submitted to the District Coordinator, must provide a list of stated goals of the local church for the next year in the following activities: ⁱⁿ worship, congregational care and evangelism, education, and stewardship. ^{when} Upon review by the District Committee, and finding that the petition pledges an acceptable level of commitment and support, the District may issue a provisional charter for a period of up to one year, renewable by the ^{Regional Committee} District. Successive annual petitions should give evidence of continued growth and progress toward maturity, ^{for renewal} for renewal.

- C. NON-PROVISIONAL CHARTER: When a local church has thirty-five (35) members in good standing, ⁽²⁾ with at least an average attendance for the past six (6) months of thirty-five (35) persons, ⁽³⁾ that has shown its financial ability to support a full time pastor and program of church activity, the District Committee, as a result of its review of the church's petition and activity, may request that the UFMCC issue a charter to the church, non-provisionally. ⁽⁴⁾ The church ^{any exception} must be approved in advance by the Reg. Committee.

* The credentials of new clergy person who serves as a Senior Minister of a local church is referred to as the pastor.

ENTER: The Regional Committee shall establish procedures + standards for new works.

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3 must demonstrate its ability to support the work of the church, includ-
4 ing the ability to support to the limit of their ability the lay
5 delegate expenses to District and General Conferences. Any excep-
6 tion to the support of lay delegate expenses must be approved by
7 the appropriate ^{Regional Committee} District Conference or World Church Extension Area.
8 ^{when petitioning for a non-prov. charter,} the church must provide for continuing growth in the following
9 areas of worship, congregational care, ^{supporting} and evangelism, education,
10 and stewardship. Upon receiving the church's petition in support
11 of the request for charter, non-provisionally, the District Com-
12 mittee will review and make recommendation for further action by
13 the church, or if the petition and church record is adequate, may
14 recommend that the UFMCC issue the charter, non-provisionally. In
15 its recommendation for charter, non-provisionally, the District
16 should also recommend an effective date of the charter.

17 The Reg. Comm. may recommend further action
18 by the church before recommending a non-
19 provisional charter. If the Reg. Committee
20 recommends a non-prov. charter, it
21 shall also recommend an effective date
22 of that non-prov. charter. The Reg. Conf.
23 may require that the Reg. Comm. review
24 all non-prov. charters ~~every~~ at least once
25 every 5 years, + may develop standards
26 by which charters may be made
27 provisional.
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ARTICLE V

GOVERNMENT, ORGANIZATION AND OFFICERS

A. GOVERNMENT

1. This Fellowship acknowledges the Holy Scripture interpreted by *the* Holy Spirit in conscience and faith as its guide in faith, discipline and government.
2. The government of this Fellowship is vested in the General Conference, its Regional Conferences and Congregational Meetings, subject to the provisions of the Fellowship Articles or Incorporations and its By-Laws. The officers elected by the General and Regional Conferences and Congregational Meetings are subject to the direction and discipline of the respective bodies and are responsible to carry out their ~~directives and policies~~.
3. This Fellowship is amenable to no outside ecclesiastical jurisdiction, but accepts the obligation of mutual ~~conf~~ent, comity and ~~co~~operation involved in the free fellowship of other churches, and does pledge itself to share in their common aims and endeavors subject to the expressed approval of its membership.
4. Regions and Regional Conferences, as defined by these By-Laws, are set forth for the purposes of Christian fellowship, mutual cooperation, program development and implementation of By-Laws and policies of the General Conference.
5. A local church of the Universal Fellowship of Metropolitan Community Churches (UFMCC) is that church which subscribes to the government and doctrine of the UFMCC and has been chartered by the same.
6. The government of the local churches in the Fellowship is vested in its congregational meetings which exert the right to control all of its affairs, subject to the provisions of its Articles of Incorporation and By-Laws, and those of its General and Regional

Conference.

B. FELLOWSHIP

1. ~~ELDER~~^{ELS}: The Board of Elders of the UFMOC is that body authorized by the General Conference to carry on in an orderly manner the administrative affairs of the UFMOC between General Conferences.

The Board of Elders shall consist of ~~six~~ ^{ONE ELDER FROM EACH REGION} Regional Elders and five Elders-at-Large. The five Elders-at-Large shall be the Executive Committee of the Fellowship. The Executive Committee shall appoint a professional Executive Director to manage operations of the

Fellowship's programs, budget and non-elective personnel of the Fellowship offices.

- a) QUALIFICATIONS: Elders must be those members in good standing within the Fellowship of obvious spiritual quality and leadership who are ~~chosen~~ ^{to provide spiritual direction and} chosen to coordinate the policies and programs of the Fellowship.

b) ELECTIONS AND TERMS

- 1) Regional Elders: Regional Elders shall be elected by the Regional Conference.

- 2) ELDERS-AT-LARGE: At-large members of the Board of Elders shall be elected by the General Conference.

A Nominations Committee, composed of one lay person and one Clergy ^{person} from each Region and ^{from} World Church

Extension Area, elected respectively by the Regional Conference and World Church Extension Area Meeting immediately preceding the General Conference, shall receive and review all nominations. The Nominations Committee will then present to the General Conference qualified nominees to fill the positions of Moderator, Vice-Moderator, Clerk, Treasurer and World Church

Extension Elder, responsible for UFMCC mission outside Regions. Nominations may be made from the floor of General Conference. The Nominations Committee shall make its report at the first business meeting of General Conference. The nominees shall present themselves before the delegates for questioning as determined by the Nominations Committee. The elections shall be held no less than two (2) days after the nominations.

- 3) TERM OF OFFICE: The term of office for a member of the Board of Elders shall be four (4) years. Terms shall be staggered. ^{and} Upon the adoption of this By-Law, the terms of the Regional Elders for the North West, South Central and North East Regions and the terms of the Moderator, Clerk and World Church Extension Elder shall expire in four (4) years, and the terms of the Regional Elders for the South West, Mid-Central and South East Regions and the terms of the Vice Moderator and the Treasurer shall expire in two (2) years. ^{shall} ~~Terms shall~~ ^{the appropriate} expire at the conclusion of a General Conference. Regional Elders shall be elected at the Regional Conference immediately preceeding a General Conference.

Implementation question

- c) DUTIES: It is the responsibility of the Board of Elders, ^{to offer spiritual leadership and} as a whole to establish and make appointments to the various Fellowship boards, commissions, committees and institutions. The Board is also empowered to collect and disburse funds for the advancement and growth of this Fellowship. In addition

this Board is charged to carry out all directives of the General Conference. All actions of this Board must be reported to, and approved by each General Conference except where specifically provided for in these By-Laws.

It is the responsibility of the Elders-at-Large as the Executive Committee to engage and supervise an Executive Director for the Fellowship, implement the budget and supervise the ongoing operations of the fellowship.

All actions of the Executive Committee must be reported to, and approved by the Board of Elders as a whole.

The Regional Elders are responsible for all duties as ~~stated~~ specified in Section C 2 (a).

When ^a church bodies or members ~~of~~ the Fellowship raise a question of interpretation of the By-Laws, the ^{REGIONAL} Board of Elders, ^{or WCE Elders} is authorized to issue an ^{advisory} interpretation of the By-Laws for that situation. ~~from the Board of Elders~~

- d) VACANCIES: In case of a vacancy, a Regional Elder shall be succeeded in the manner prescribed by her/his Region. In the case of a vacancy among Elders-at-Large, occurring between General Conferences, the Board of Elders shall appoint to the position a qualified person who meets the above-mentioned requirements. An election for the remainder of the uncompleted term of Elder-at-Large shall be conducted at the next General Conference.
- e) DISCIPLINE: The UFMCC cannot condone disloyalty, unbecoming conduct or dereliction of duty on the part of its elders, and, therefore, makes the following provisions for discipline or removal:

IF the Reg. Elder or WCE Elder becomes aware of a situation that is apparently in conflict with the By-Laws, that Elder may issue a ~~decision~~ ^{advisory} upon that situation, subject to appeal to the full Bd. of Elders.

All charges against an ^{at-large} elder must be submitted in written form signed by a minimum ^{of one} of ~~ten (10)~~ ^{each 30} Clergy from ^{in past year} different churches and by ^{from each of different} the Lay Delegates ~~of ten (10)~~ churches and may be initiated by either the Clergy or Lay Delegates.

The elder must be given written notice of the charges, and at that time becomes inactive but has the right to appear on her/his behalf before the Board of Elders.

The Board of Elders will then review the charges, and, upon majority vote of the full Board, may remove the elder or take other such action as they may deem appropriate.

The only appeal from the decision of the Board of Elders will be to the General Conference of the Fellowship, and written notice of such appeal must be filed with the

Discipline of the Clerk of the Board of Elders within thirty (30) days. Reg. Elder shall be in accordance with C.D.

2. FELLOWSHIP BOARDS, COMMISSIONS, COMMITTEES AND INSTITUTIONS:

The following must be standing ^{or commissions} committees of this Fellowship: The Clergy Credentials and Concerns Committee; the Fellowship By-Laws Committee; ^{and} ~~the Commission on Faith, Fellowship and Order; and the Commission on the Laity~~ ^{the Commission on God's Structures, Systems,}

All Fellowship Boards, Commissions, Committees and Institutions must be called into existence by either the General Conference or the Board of Elders. All groups are responsible to, and operate under, the direction of the Board of Elders, and, therefore, are also accountable to the General Conference.

3. THE BOARD OF WORLD CHURCH EXTENSION shall be composed of those appointed by the Board of Elders as Coordinators of World Church Extension. This Board shall be responsible to the General Conference and to the Board of Elders. The Board of Elders shall be responsible for

all charges against a person must be sustained by evidence
which would be a sufficient basis for conviction in a
court of law.

It is suggested by certain persons that the
law should be so amended as to require the State to
prove its case by a preponderance of the evidence.

The State of Texas will not accept the suggestion
that it should be so amended. It is the policy of the
State to require the State to prove its case by a
preponderance of the evidence.

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that it should be so amended. It is the policy of the
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that it should be so amended. It is the policy of the
State to require the State to prove its case by a
preponderance of the evidence.

The following are the names of the persons who
have been convicted of the crime of murder in the
State of Texas.

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State of Texas.

establishing the procedures for World Church Extension. The Board of World Church Extension shall be directed by the Board of Elders to continue to develop an outreach in response to interested groups throughout the world. When these groups request recognition to become a part of the UFMOC, the Board of Elders will have the right to grant permission to these groups to change these By-Laws if they are in direct violation of their ~~national~~ national laws.

C. REGIONS:

1. REGIONAL COMMITTEE:

The Regional Committee is that body elected by the Region ^{to} carry on the administrative affairs of the Region between Regional Conferences in an orderly manner. * This Committee shall consist of at least three (3) members, as the Regional Conference may determine from time to time, including members representative of Clergy and Lay people and ^{the} ~~a~~ Regional Elder, ~~who shall be~~ Moderator of Regional Conferences, of meetings of the Regional Committee, and who shall be the chief administrative officer of the Region.

a) Qualifications and Requirements: Members of the Regional Committee must be ^{members} ~~individuals~~ in good standing within the Fellowship of obvious spiritual quality and leadership, who are mature and have sound judgement and a proven record of accomplishment. The members of this committee must reside in the Region during their term of office. The term of office shall be two (2) years, except that ^{of the} ~~of~~ Regional Elder.

b) Procedures: The Regional Conference will establish its own procedures for the nomination and election of members of the Regional Committee, and all Regional Officers.

* All actions of the Regional Committee must be reported to & approved by the Regional Conference, except where specifically provided for in these By-Laws.

c) Duties: It is the responsibility of the Regional Committee to propose a budget to the Regional Conference each year and to implement such a budget when adopted; to establish and make appointments to Regional committees and task forces; to carry out the directives of the Regional Conference, and to act upon charter petitions or groups according to procedures established by the Regional Conference.

Handwritten notes:
 a procedure for formulating & distributing a budget to establish a tentative agenda for each Reg. Conf. to be held to see delegates, Reg. Officers & Cong. Officers at least 30 days prior to the conf.
 It shall be the responsibility of the Reg. Committee to and Gen. Conf. as appropriate to act upon charter growth
 the Reg. Comm. shall be the trustees of any corporation the Region of Conference establishes.

d) Discipline: The UFMOG cannot condone disloyalty or unbecoming conduct or dereliction of duty on the part of Regional officers or members of the Regional Committee. Therefore, any member of the Regional Committee or a Regional Officer may be recalled from office only by the Regional

Conference. When the Regional Conference is not in session, charges, against a Regional Officer or member of the Regional Committee, signed by at least four (4) Clergy from different churches within the district, or by four (4) Lay Delegates from four (4) churches within the Region, may be presented, to the Board or Elders, who may suspend the officer or member of the Regional Committee so charged until the next Regional Conference, which shall hear & act upon the charges without appeal.

Handwritten notes:
 in writing
 a minimum of one lay delegate or one clergyman from each of different churches within the Region.
 a minimum of one
 at the same time to the person charged and

2. REGIONAL OFFICERS:

A) REGIONAL ELDER: The Regional Elder shall be elected by the Regional Conference for a term of four (4) years and shall serve as a member of the Board of Elders. It shall be the duty of the Regional Elder to act as Moderator at all Regional Conferences; to represent the interest and perspectives of the Region to the Board of Elders; to represent the Board or Elders within the Region; to coordinate and administer the work of the

Handwritten notes:
 and fully compensated
 the Reg. shall be responsible for compensating the Reg. Elder.
 to provide spiritual direction & guidance

Region in achieving its purposes; and to assure, together with the Regional Committee, that every church within the Region is supplied with a pastor or ^{other pastoral leadership.} parish coordinator. It shall be the right and duty of the Regional Elder, or any representative whom the Regional Elder may delegate, to visit all churches within the Region. The Regional Elder shall also serve as the Chair of the Regional Committee. ^{in consultation - Reg. Committee} (The Regional Elder, may designate only an elected Regional Officer to represent the Region at a Board of Elders Meeting, ^{if the Reg. Elder is unable to attend.})

b) OTHER REGIONAL OFFICERS: In addition to the Regional Elder, as specified above, the Region shall provide for at least the following officers.

Deputy Moderator, A Regional Conference ^{shall} may elect a Deputy Moderator to assume the Chair at meetings of the Regional

Conference or Regional Committee in the absence of the Regional Elder, or at the Regional Elder's request. ^{The Deputy Moderator shall perform other duties as deemed appropriate by the Regional Elder and the Regional Committee.}

The Regional Clerk, ~~who~~ shall be responsible for the recording of minutes of Regional business meetings; for establishing, in consultation with the Regional Elder, a tentative agenda for each Regional Conference, to be mailed to all delegates, Regional Officers and congregations at least thirty (30) days prior to the conference; for publishing and disseminating to delegates, Regional Officers and congregations tentative minutes of each Regional business meeting within thirty (30) days; for keeping orderly files of approved minutes and pertinent materials; and for providing Regional Officers with copies of approved Regional minutes within thirty (30) days of their approval.

The Regional Treasurer, ~~who~~ shall be responsible for the receipt

and safekeeping of all funds of the Region. The Treasurer shall be responsible for keeping accurate financial records and disbursing ~~of~~ funds in accordance with procedures approved by the Regional Committee. The Treasurer ^{shall} remit 10% of all receipts each month to the Board of Elders for World Church Extension. The Treasurer shall prepare the quarterly ^{financial} statement, a copy of which shall be sent to all Regional ~~organizations~~ ^{congregations}, delegates, Regional officers and the Board of Elders. The Treasurer shall present a financial report at each Regional Conference.

Regional Lay Representative, ~~he~~ shall chair the Task Force ~~on Lay Concerns of the Region~~, ^{Lay Representatives & the first alternate shall be the} ~~be~~ the Regional representative to the UFMCC Commission on the Laity, ~~and the UFMCC Commission on Government Structures and Systems~~. ^{or her/his alternate(s)} The Regional Lay Representative,

shall visit each congregation annually, ~~or her/his alternate~~.

3. **DISCIPLINE:** ~~he~~ ^{the Regional Lay Representative and first alternate shall be elected by a majority of the lay delegates at a Regional Conference}

Discipline of Regional officers shall be in accordance with the provisions of Article V, Section C.1.d), above. All charges must be submitted to the Board of Elders, in written form, signed by the required signatories. As soon as the officer is informed of the written charges, she/he may be suspended as provided above. The next Regional Conference will then review the charges, and upon majority vote of that conference may remove the officer in question or may take other such action as the Conference may deem appropriate. A disciplined or dismissed officer has the right of appeal to the Board of Elders, and, if suspended, will remain inactive until final determinations of the charges. The appeal must be presented in writing to the Board of Elders not later than thirty (30) days after the action. The decision of the Board of Elders is final.

Deleter

Any specific matters of regional approval or appeal not covered herein are left to local regional option.

D. AREA STRUCTURES:

Within the Region, Areas shall be established by the Regional Conference for the purposes of fellowship, spiritual growth and nourishment, and to undertake or be assigned program responsibilities. Each Area shall have ^{at least} an Area Coordinator,

chosen as the Regional Conference determines, who shall call and ^{facilitate} ^{and an area lay Representative who shall be regarded as a Regional lay Representative alternate} conduct Area meetings, according ~~xxx~~ to the procedures established by the Regional Conferences.

E. LOCAL CHURCHES:

1. PASTOR: The pastor is that person elected to a local church congregation to perform duties of teacher, preacher, spiritual leader and counselor. Pastors must be a credentialed clergy-persons in the UFMCC. The pastor of the church shall have the

authority for ordering all religious worship services of the church. ^{The pastor may serve as Moderator of the Bd. of Directors in accordance with local By-laws or S.O.s. and} The pastor ^{is} a voting member of the local Board of

Directors. Associate or assistant pastor (s), and other personnel, uncompensated or compensated, shall be appointed by the pastor subject to the approval of the Board of Directors.

The pastor shall act as personnel director of the local church staff, shall have the authority to delegate such responsibilities and duties as to her/him seem wise, and shall, with the approval of the Board of Directors, determine compensation, vacation periods and titles of office of the staff.

Pastors may be removed from office only for disloyalty, unbecoming conduct or dereliction of ^{vote} duty, by a majority of the congregation at any special meeting called for that purpose, either by a three-fourths (3/4) vote of the full Board of Directors or

Within one week, the Pastor and Regional/WCE Elder must be given a copy of the completed petition by the BOD. After the Regional/WCE Elder and BOD have validated the number of members who have signed the petition and the clarity of the charges therein, the Regional/WCE Elder may place the pastor on inactive status, but the pastor remains fully compensated until the final action of the congregation. *
Upon validation of the Petition they will set the time and place of the special congregational meeting. The date of the meeting shall occur within thirty days of the date the petition is submitted to the BOD. The only question to be voted at the meeting shall be "shall

the pastor be removed from office?" *
The pastor has the right to appear on his own behalf before the congregation.
The action of the congregation is final. Congregational meeting

* The date of the meeting shall occur within 30 days of the date the petition is submitted.

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by a petition to the Clerk or other officer of the Board of

Directors signed by at least twenty five (25%) per cent of

the members in good standing. ^{The only question to be voted} ~~The congregational meeting~~

~~shall be. Shall the pastor be removed from office.~~ cannot be convened unless a majority of those signing the

~~petition are present.~~ The pastor must be given written

notice of the charges within two (2) weeks. At that time

^{the Reg. Elder may place} the pastor ^{the pastor} goes on inactive status but, remains fully com-

pensated until the final action of the congregation. The

pastor has the right to appear on her/his behalf before a

congregational meeting. ^{*} [The action of the congregation is

final. If a special meeting is called to remove a pastor

^{or WCE Elder} the Regional Elder, and the ^{WCE Elder} ~~WCE Elder~~ Fellowship Office must

be given notice that such action is being taken. The

Regional Elder ^{WCE Elder} must send a representative to attend ^{the} ~~such~~ meeting

^{shall attend or} ~~shall~~ ^{shall moderate the meeting.} as an impartial observer, Such observer may serve as the

Moderator if requested by the meeting. If the pastor is

removed, the Board of Directors will meet immediately after the

meeting with the Regional Elder ^{or his/her} ~~or another~~ representative of

^{to provide pastoral leadership} the Board of Elders to elect a parish coordinator who will

^{serve} ~~serve~~ until the ^{is} ~~pulpit is filled.~~ The Board of Directors will

confer with the Regional Elder and the Board of Elders of the

Fellowship as to available candidates for the office or pastor.

2. BOARD OF DIRECTORS: The Board of Directors elected by the

local church shall consist of at least four (4) members of

the local church who are in good standing, in addition to the

pastor. They shall hold office for a term of ^{from 1-3 years as determined by local laws or SOPs,} ~~two (2) years~~ with

the exception of the pastor who will hold office for as long as

she/he occupies the pulpit of that church. Board members' terms

must be staggered. In the event of the resignation, death or

* at a time + place set by the Bd. of Directors after the Board has validated the number of members who have signed the petition + the clarity of the charges therein.

removal of a board member, the remaining members of the board ~~shall~~ ^{should} appoint an interim board member to serve until the next congregational meeting ^{at the next congregational meeting} when an open election shall be held for a replacement for the remainder of the original term.

The Board of Directors shall have a charge of all matters pertaining to the Articles of Incorporation, church property, physical and financial affairs of the local church. This board shall have the responsibility for collecting and disbursing funds, keeping adequate church records, and making reports to the local congregation and through the Region to the UFMCC. The Board of Directors shall serve as pastoral search committee upon the event of a pastoral vacancy.. For the purpose of its function as a pastoral search committee, it may appoint additional voting members as appropriate. When they have chosen a suitable qualified candidate ^{they shall present that name} to the congregation for approval at a specially called meeting or at the time next regular business meeting.

Every local church financial account is required to have a minimum of two (2) signatories ^{ies}, who are chosen by the Board of Directors. Two (2) signatures will be required for any withdrawals. Local churches of the UFMCC must not condone disloyalty, unbecoming conduct or dereliction of duty on the part of any members of the Board or Directors; therefore the board may remove, by a majority vote of the full board, any of their members guilty of the above, with the exception of the pastor, who must be disciplined in accordance with Article V Section E.1, above. A petition presented to the board and signed by twenty (20%) per cent of the members in good standing of the congregation, may also

initiate such a procedure. This action of the Board of Directors may be subject to review by a vote of the congregation at its next regular business meeting or at a special meeting which may be called, and must be in accordance with the provisions of the By-Laws of this Fellowship and the By-Laws of the local church.

The Board of Directors shall be subject to these By-Laws, local Articles of Incorporation, or local By-Laws, if such exist, and to the approval or disapproval by action of their local congregation as provided for in any of the above. It is incumbent upon the Board of Directors of each local church to provide that church with a set of By-Laws or Standing Operating Procedures.

3. LAY DELEGATE: Each local church ^{of its members to be lay} must elect one delegate for each one hundred (100) members, or portion thereof, that it carries on its active membership roll. These delegates shall be elected at the first congregational meeting following each General Conference and shall serve for a term of two (2) years. The duties of the Lay Delegate shall include but not be limited to the representation of the congregation at General and Regional Conferences and to be informed of the UFMCC concerns and policies.

Any specific matters of congregation approval or appeal not covered herein are left to the local church option.

4. DISCIPLINE OF CHURCHES: If any local church (~~with a nonpre-~~
~~visional charter~~) shall fail to abide by the Articles of Incorporation or these By-Laws, or refuses to participate in General or Regional Conferences, the Board of Elders shall take appropriate action to require compliance and participation. The

Board of Elders shall report any such action to the next meeting or the appropriate Regional Conference, which shall have authority to withdraw recognition, revoke the charter, or take other appropriate action. Such action taken will be reported to the Board of Elders, ~~and~~ ^{and the next Regional Conference} and recorded in the minutes.

The action will also be reported to the next General Conference.

5. CHURCH PROPERTY: The Board of Directors of the local congregations of the UFMCC will act as Boards of Trustees for any property ^{acquired} ~~purchased~~ by said church. The Board of Directors, and the members of each local congregation will have sole control of said property except under the following circumstances:

1) if the property is abandoned, 2) if the local church is disbanded by action of the local Board of Directors and the Regional Committee or Conference, ^{or the Board of Elders.} ~~or the Board of Elders.~~

Should any of the above circumstances exist said property will revert to the use of the General Conference of the UFMCC, which will decide the disposition of said property.

Local churches which are now incorporated or which become ^{in the U.S.} incorporated, as non-profit corporations under their state laws are required to name the Universal Fellowship of Metropolitan Community Churches as the successor 501 (c) (3) corporation designated to receive the church's property in the event of the dissolution or abandonment of that incorporated local church.

In every nation where UFMCC comes to exist, a paragraph modeled on the following must be included & must apply.

ARTICLE X, "Church Finances"

A. The UFMCC adopts and teaches tithing as the scripturally affirmed means of supporting the Church and its ministries, and as the expression of good stewardship of time, skills and money by individuals and Church bodies. Therefore it shall be the responsibility of both the clergy and lay leadership of local Churches to plan and implement programs of stewardship both to help persons grow in the grace of giving and to fund the Church's ministries. An offering shall be received at each service of public worship in the local Church and during each Regional Conference.

B. The Treasurer of each local Church body, acting for the Board of Directors, shall report all Church receipts each month both to the UFMCC and the Region, and with that report shall remit ⁸ten percent of the funds reported to Region and ⁷five percent of the funds reported to the UFMCC. ~~However, beginning at the conclusion of the 1983 General Conference the proportion for the next year shall be 9% to the UFMCC and 6% to the Region; the following year, 8% to UFMCC and 7% to Region; the following year, 7% to UFMCC and 8% to Region; the following year 6% to UFMCC and 9% to Region; the following year 5% to UFMCC and 10% to Region.~~ ^{building} Only funds used to retire a mortgage on the Church's building for worship, or to relieve the immediate needs of persons in distress, shall be omitted from calculating the amount due Fellowship and Region. *The Reg. Comm. shall determine what constitutes a building fund.* Report and remittance are due on or before the 10th day of the month following the month being reported. No delegate(s) from any local Church body may be admitted to speak or to vote or to be counted in the quorum at a General or Regional Conference if that Church's remittance(s) should be sixty days or more in arrears, until payment in full has been made to Fellowship and Region.

C. If a Region establishes a special fund to help sustain clergypersons attempting to live on less than a survival income while in a call recognised by the Region, or without a call for less than a year, or on approved leave of absence, clergy resident in that Region may contribute all or part of their personal tithe to that fund.

* Any bank or financial account in the name of any church body, or Region, or of the UFMCC, or of any subordinate group or body, must require two (2) signatures for withdrawals, one of which must be that of an officer elected under UFMCC by-laws.

ACTION
(6)

ROUGH DRAFT OF RESPONSES OF BOARD OF ELDERS TO THE FIRST
DRAFT OF THE GSS PROPOSALS FOR ARTICLES 5 AND 6.

(Elders: This is obviously a rough draft--please comment and return to me
ASAP--hopefully, before January 25.) 1/6/83

by Nancy Wilson

WHAT IS THIS? It is not a position paper. The Commission on GSS has asked
the Board of Elders to 1) prepare some information on a job description
for the Elders as part of the input to their thinking, and 2) to react to
their initial proposals. The Board of Elders does not, at this time, have
any kind of consensus about the GSS proposal, except to say that we are
glad that these issues are being dealt with in a thoughtful, careful and
creative manner. The Board of Elders strongly supports the work of GSS,
expecially in finding ways to strengthen Districts, expand the Board of
Elders and develop better structures for management and mutual support. We
also feel that our experience as Elders gives us particular information and
insights and perceptions that will be valuable to the GSS, and we are
prepared to assist in any ways that you deem appropriate.

1. MAJOR, OVERALL RESPONSES TO GSS PROPOSALS:

- a. Per Article VI, local church nomenclature and structure--excellent--
much positive response from the Board of Elders.
- b. RE: Article V, particularly the proposal to have District Coordinators
become Elders, we had the following concerns, and ask you to think
through these areas:
 1. The implications of MCC's exponential growth. Will this model
serve us in ten years if instead of 15 or so districts we have 30 or more?
 2. The issues of D.C.'s as Elders is inseparable from dealing with
the whole question of the nature of Districts--how are they determined?
Divided up? How large or small? Do they all have to be nearly equal in
size, numbers and economic strength? Do we need to have permanent
Districts or regions, and flexible, growing sub-groups? How do you provide

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both for continuity, stability and growth? Research needs to be done on the present diversity in size and strength of Districts. (Some of that is being done by Fellowship staff.)

3. Also, from a management perspective, what are the implications of combining "top" and "middle management" (D.C.'s & Elders). What about the division of labor in such a board? What about the frequency and content of meetings. Would at-large Elders actually have a different status? Different job description? Would there be an executive committee? Would the new Board of Elders hire middle level or top management? A Fellowship General Secretary? What about the episcopal role of the Elders? (See below) Would Elders become more of a policy board that hires good management-- less involved in the day-to-day administration? Are D.C.'s going to have a District Administrative and Episcopal role and a Fellowship policy-maker role? Is that too much to expect from one office? Can we compare Councils of Bishops and denominational executive staff? Do those systems work for other churches? How might they be modified to meet our needs?

4. Future Considerations and implications: While you are evaluating the voting structure at General and District Conferences for Study Groups, can you also begin to consider other growth implications. Can we continue (say after 1987 or 89) to afford General Conferences (international) every two years? Is there another way to do this? Will it be realistic in ten years for every clergyperson to vote on the floor of General Conference? At this time, maximally, a clergyperson's vote is potentially worth 100 times that of a lay person's representational vote. Should the clergy also have representatives? Could lay and clergy elect General Conference representatives from their Districts? Is this idea too threatening? How

do other denominations handle it? The Board of Elders had mixed feelings about even bringing up such questions, and is not suggesting that you deal with them in this biennium. Could some of our structure present impede rather than enable growth? What are the basic guiding principles for structure change as you see them?

2. BOARD OF ELDERS ANALYSIS OF OUR ROLE--PRESENT AND FUTURE

OBSERVATIONS: The stated By-laws job description and qualifications for the position of Elder do not match. The qualifications emphasize "track record" (whatever that means) in the Fellowship, loyalty and spirituality, while the job description is almost purely administrative (with a little of the judicial thrown in). This is a major flaw that indicates a "gap" between the By-laws job description and the actual job expectations of the role of Elder.

Also, at the present time, there are seven Elders (the same number as when we had about 40 churches). Four out of seven are pastoring Chartered Churches. One is a fulltime school teacher. One of the Pastors is also a Church Extension Officer and head of World Church Extension. The other two Elders are fulltime for the Fellowship. One of those Elders travels about 75% of the time. In order for every local Church to get a visit from an Elder once every two years, each Elder would have to visit about 30 churches. That does not include three to four Elders meetings a year, at least two District Conferences a year, one or two Clergy Conferences a year, other religious and political events, fund-raisers, special projects (T.V. National Council of Churches, Gay Rights National Lobby, etc.) The demands for travel alone are overwhelming and totally unreasonable, in addition to everything else that is required.

STATED FUNCTIONS: Administrative: to oversee the implementation of the reports and directives of General Conference, financial and management budget, oversee Fellowship Offices, field offices, coordinate programs, receive reports from Commissions and Committees, make appointments to the same, do long and short-range planning, District and Commission Liaisoning, develop corporate image, oversee growth and development, pioneer new efforts and projects, and accountability to the General Conference and the people of the Universal Fellowship for all of the above.

UNSTATED FUNCTIONS: (GENERALLY ENTITLED "EPISCOPAL") Why are the people elected to the Board of Elders? Generally not because they are perceived to best do the job stated above, but for other, important reasons.

Spiritual Leader - Seen as Fellowship preacher, spiritual leader, with charisma, able to articulate the faith and vision of MCC; able to provide spiritual renewal, an example of courage, vision, openness. A role model of a self-accepting gay/lesbian or sexually self-affirming Christian, a role model of a "successful" MCC pastor, lay leader. Hero, star, personality, inspires Confidence.

Teacher - Able to lead workshops, teach about the Fellowship, major areas of concern to local Churches, relate to a broad range of Christian vocabularies comfortably without appearing wishy-washy or transparent. A prophetic voice, challenging, stimulating. Pioneering in a teaching sense. Again, role-modeling.

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This list, by the way, is not exhaustive (though it was exhausting to put it down on paper and actually articulate it...).

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1982 STATISTICS

NAME OF CHURCH

AVERAGE ATTENDANCE

AVERAGE TITH

MEMBERSHIP

NORTHEAST DISTRICT

MCC Boston	70 ¹⁶⁰	No Information		
MCC Worcester	70		\$1080	40
MCC Providence	89		\$ 723	22
MCC Hartford	135		\$ 741	35
MCC New York	475		\$ 802	50
MCC Brooklyn Heights	No Information		\$2223	16
MCC Rochester	77		\$ 137	11
MCC New Haven	98		\$ 386	11
MCC Albany	41		\$ 603	25
MCC Buffalo	80		\$ 220	15
MCC Harlem	58 ⁴⁰		\$ 202	No Info
			\$ 325	19

MID ATLANTIC DISTRICT

MCC Philadelphia	246 ¹⁶⁰		\$1070	54
MCC Pittsburgh	149		\$ 959	52
MCC Rockville	101		\$ 455	12 ³⁰
MCC Morgantown	62		\$ 423	27
MCC Washington D.C.	688		\$4314	11 ¹³⁰
MCC Baltimore	348 ³⁸⁰		\$1620	58 ⁵⁶
MCC New Life of Tidewater	269 ²⁶⁹		\$1443	36 ³⁵
MCC Richmond	125		\$1089	32
MCC Atlantic City	29		\$ 127	7
MCC Princeton	60		\$ 803	24
MCC of Northern Virginia	159		\$1140	41
MCC Peninsula	105		\$ 702	27
MCC Harrisburg	98		\$ 447	20
MCC Lancaster	57		\$ 357	7 ¹⁴
MCC Lancaster (Charleston WV)	50		\$ 200	10

SOUTH ATLANTIC DISTRICT

MCC Atlanta	770		\$3951	182
MCC Birmingham	96		\$ 411	29

St. Jude MCC	193	\$2200	78
MCC Nashville	194	\$1062	No Info
St. John's MCC	252	\$1641	55
MCC Tri-Cities	50	\$ 273	8
MCC Blue Ridge	97	\$ 686	26
MCC Memphis	139	\$1053	20
SOUTHEAST DISTRICT			
MCC Montgomery	103	\$ 750	26
MCC Charleston	59	\$ 449	11
MCC Charlotte	249	\$1652	72
MCC Fayetteville	46	\$ 169	0
MCC Greenville	40	\$ 175	5
Blessed Redeemer MCC	36	\$ 208	0
MCC Palm Beaches	243	\$1005	164
MCC Tampa	422	\$2905	142
MCC Orlando	376	\$2816	53
MCC Jacksonville	238	\$1548	65
Church of the Holy Spirit	872	\$4136	164
MCC of the Palms	122	\$1050	39
MCC St. Petersburg	274	\$1442	93
MCC Tallahassee	36	\$ 158	No Info
MCC Sarasota	No Information	No Information	14
MCC Pensacola	210	\$ 925	43
MCC Miami Beach	No Information	No Information	46
Keys to the Kingdom MCC	146	\$ 800	46
GREAT LAKES DISTRICT			
Good Shepherd Parish MCC	548	\$4503	199
Family Circle MCC	69	\$ 182	25
MCC Springfield	80	\$ 415	14
Good Samaritan MCC	42	\$ 111	6
MCC Cincinnati	500	\$2075	90
MCC Dayton Parish	228	\$ 978	60
MCC Detroit	495	\$3313	135
Reconciliation MCC	155	\$ 373	39
Redeemer MCC of Flint	213	\$ 963	42
MCC Louisville	58	\$ 510	89

MCC Columbus	284	\$1380	69
Holy Covenant MCC	355	\$2135	89
MCC of the Rockies	426	\$3055	161

MID CENTRAL DISTRICT

MCC of Greater Kansas City	820	\$4458	198
All God's Children MCC	375	\$1790	70
Church of the Holy Spirit MCC	327	\$2213	145
MCC of Greater St. Louis	650	\$5263	137
MCC Omaha	344	\$1563	79
Pikes Peak MCC	187	\$1083	47
MCC Illiamo	175	\$2170	47
MCC Boulder	No Information	No Information	No Info
Church of New Hope MCC	63	\$ 620	32
MCC Topeka	103	\$ 500	25
MCC Columbia	34	\$ 818	19
MCC Springfield Family	356	\$1855	71
MCC Quad Cities	103	\$ 830	32
Chrystalis MCC	188	\$1358	29
Family of Peace MCC	46	\$ 408	25
MCC Tulsa	536	\$2750	102
Christ the King MCC	643	\$1730	106
MCC Joplin	68	\$ 344	No Info

SOUTH CENTRAL DISTRICT

MCC New Orleans	235	\$ 823	40
MCC Dallas	1925	\$10,198	No Info
MCC of the Resurrection	2594	\$12,988	506
MCC of the Ozarks	187	\$1158	62
MCC Fayetteville	No Information	No Information	No Info
Agape MCC	863	\$3918	176
MCC Little Rock	119	\$ 651	42
MCC Austin	475	\$2189	89
MCC San Antonio	573	\$2770	82
MCC Galveston	96	\$ 618	No Info
MCC Lubbock	136	\$ 475	41
River Cities MCC	37	\$ 326	6
MCC Acadiana	48	\$ 337	33

MCC San Francisco	1080	\$8355	No Info
MCC East Bay	133	\$1267	19
MCC San Jose	403	\$3828	74
MCC Monterey Peninsula	No Information	No Information	No Info
MCC Corvallis	No Information	No Information	18
MCC Humboldt	No Information	No Information	No Info
MCC of the Everlasting Light	86	\$ 532	No Info
River City MCC	No Information	\$2193	125
MCC Salt Lake City	61	\$ 153	17
MCC Portland	1014	\$5508	209
MCC Eugene	73	\$ 840	No Info
MCC Seattle	525	\$2505	68
MCC Olympia	91	\$ 299	12
MCC Anchorage	62	\$ 642	12
MCC Tacoma	101	\$ 741	25
MCC Honolulu	231	\$1592	69
MCC Boise	176	\$1324	53
Calvary MCC	158	\$1962	30
MCC Salem	135	\$ 518	32
Diablo Valley MCC	189	\$1139	61
MCC of the Redwoods	189	\$1174	23
MCC Tri-Cities	28	\$ 102	9
Golden Gate MCC	602	\$4255	123
Modesto MCC	179	\$ 689	21
Maranatha MCC	130	\$1053	23

888	MCC Los Angeles	\$6746	543
829	MCC Long Beach	\$8482	232
815	MCC in the Valley	\$9515	284
60	MCC Santa Monica	\$390	No Info
135	MCC Ventura	\$1141	33

MCC Fresno	197	\$ 803	45
MCC Santa Ana	482	\$3374	65
MCC Pomona	430	\$3366	68
Oasis MCC	103	\$ 476	14
Divine Redeemer MCC	141	\$1443	39
New Hope MCC	26	\$ 170	4
MCC San Diego	1560	\$7802	318
MCC Santa Barbara	138	\$2823	27
Oasis MCC of Phoenix	666	\$2753	17
MCC Tucson	264	\$1886	47
MCC Albuquerque	246	\$ 747	28
MCC Las Vegas	226	\$ 931	33
MCC By the Sea	102	\$ 448	22
MCC All Saints	173	\$ 869	28
MCC Palm Springs	120	\$1213	34
MCC Anaheim	100	\$ 791	12
MCC Bakersfield	106	\$1196	27
MCC San Gabriel Valley	194	\$1547	No Info
De Colores MCC	164	\$1912	27
MCC Van Nuys	96	\$ 637	12
MCC Ocean of Life	168	\$ 523	15

EASTERN CANADIAN DISTRICT

MCC Toronto	374	\$2629	116
MCC Ottawa	61	\$ 169	0
MCC Hamilton	42	\$ 256	7
Holy Fellowship MCC	No Information	No Information	No Into

NORTHERN AUSTRALIAN DISTRICT

MCC Sydney	No Information	\$2374	106
MCC Brisbane	36	\$ 250	10

UNITED KINGDOM

MCC London	208	\$ 592	44
MCC Birmingham	144	\$ 187	23
MCC Thames Valley	28	\$ 50	No Info
MCC Liverpool	46	\$ 40	5
MCC North East	No Information	No Information	7

BOOKED IN WITH LONDON

MCC Bournemouth	No Information	No Information	No Info
MCC Northampton	No Information	No Information	5
MCC Durham City	8	\$ 7	4
NIGERIA			
MCC Zaria	No Information	No Information	315
MCC Okigwe	No Information	No Information	No Info
MCC Durban	No Information	No Information	No Info
HISPANIC AMERICAS			
ICM Hispana <i>NY</i>	128	\$ 546	21
ICM Maranatha - NJ	35	\$ 325	5
ICM Latina <i>Los Ang</i>	No Information	No Information	7
ICM Mexico City	No Information	No Information	10
<i>FCM Santa Cruz - Tucson</i>			
NEW ZEALAND			
<i>FCM Nogales MX</i>			
MCC Auckland	89	\$ 533	30
WEATERN CANADIAN			
MCC Vancouver	380	\$2902	47
MCC Calgary	151	\$1336	48
MCC Edmonton	100	\$ 557	11
SOUTH AUSTRALIA			
MCC Melbourne	241	\$1610	58
MCC Adelaide	60	\$ 365	9
WESTERN EUROPE			
MCC Copenhagen	No Information	No Information	No Info

MCC LINKOLING (SWEDEN)
Feasibility Study.

ACTION

ROUGH DRAFT OF RESPONSES OF BOARD OF ELDERS TO THE FIRST
DRAFT OF THE GSS PROPOSALS FOR ARTICLES 5 AND 6.

(6)
1/6/83

(Elders: This is obviously a rough draft--please comment and return to me ASAP--hopefully, before January 25.)

by Nancy Wilson

WHAT IS THIS? It is not a position paper. The Commission on GSS has asked the Board of Elders to 1) prepare some information on a job description for the Elders as part of the input to their thinking, and 2) to react to their initial proposals. The Board of Elders does not, at this time, have any kind of consensus about the GSS proposal, except to say that we are glad that these issues are being dealt with in a thoughtful, careful and creative manner. The Board of Elders strongly supports the work of GSS, especially in finding ways to strengthen Districts, expand the Board of Elders and develop better structures for management and mutual support. We also feel that our experience as Elders gives us particular information and insights and perceptions that will be valuable to the GSS, and we are prepared to assist in any ways that you deem appropriate.

1. MAJOR, OVERALL RESPONSES TO GSS PROPOSALS:

- a. Per Article VI, local church nomenclature and structure--excellent--much positive response from the Board of Elders.
- b. RE: Article V, particularly the proposal to have District Coordinators become Elders, we had the following concerns, and ask you to think through these areas:
 1. The implications of MCC's exponential growth. Will this model serve us in ten years if instead of 15 or so districts we have 30 or more?
 2. The issues of D.C.'s as Elders is inseparable from dealing with the whole question of the nature of Districts--how are they determined? Divided up? How large or small? Do they all have to be nearly equal in size, numbers and economic strength? Do we need to have permanent Districts or regions, and flexible, growing sub-groups? How do you provide

both for continuity, stability and growth? Research needs to be done on the present diversity in size and strength of Districts. (Some of that is being done by Fellowship staff.)

3. Also, from a management perspective, what are the implications of combining "top" and "middle management" (D.C.'s & Elders). What about the division of labor in such a board? What about the frequency and content of meetings. Would at-large Elders actually have a different status? Different job description? Would there be an executive committee? Would the new Board of Elders hire middle level or top management? A Fellowship General Secretary? What about the episcopal role of the Elders? (See below) Would Elders become more of a policy board that hires good management--less involved in the day-to-day administration? Are D.C.'s going to have a District Administrative and Episcopal role and a Fellowship policy-maker role? Is that too much to expect from one office? Can we compare Councils of Bishops and denominational executive staff? Do those systems work for other churches? How might they be modified to meet our needs?

4. Future Considerations and implications: While you are evaluating the voting structure at General and District Conferences for Study Groups, can you also begin to consider other growth implications. Can we continue (say after 1987 or 89) to afford General Conferences (international) every two years? Is there another way to do this? Will it be realistic in ten years for every clergyperson to vote on the floor of General Conference? At this time, maximally, a clergyperson's vote is potentially worth 100 times that of a lay person's representational vote. Should the clergy also have representatives? Could lay and clergy elect General Conference representatives from their Districts? Is this idea too threatening? How

do other denominations handle it? The Board of Elders had mixed feelings about even bringing up such questions, and is not suggesting that you deal with them in this biennium. Could some of our structure present impede rather than enable growth? What are the basic guiding principles for structure change as you see them?

2. BOARD OF ELDERS ANALYSIS OF OUR ROLE--PRESENT AND FUTURE

OBSERVATIONS: The stated By-laws job description and qualifications for the position of Elder do not match. The qualifications emphasize "track record" (whatever that means) in the Fellowship, loyalty and spirituality, while the job description is almost purely administrative (with a little of the judicial thrown in). This is a major flaw that indicates a "gap" between the By-laws job description and the actual job expectations of the role of Elder.

Also, at the present time, there are seven Elders (the same number as when we had about 40 churches). Four out of seven are pastoring Chartered Churches. One is a fulltime school teacher. One of the Pastors is also a Church Extension Officer and head of World Church Extension. The other two Elders are fulltime for the Fellowship. One of those Elders travels about 75% of the time. In order for every local Church to get a visit from an Elder once every two years, each Elder would have to visit about 30 churches. That does not include three to four Elders meetings a year, at least two District Conferences a year, one or two Clergy Conferences a year, other religious and political events, fund-raisers, special projects (T.V, National Council of Churches, Gay Rights National Lobby, etc.) The demands for travel alone are overwhelming and totally unreasonable, in addition to everything else that is required.

STATED FUNCTIONS: Administrative: to oversee the implementation of the reports and directives of General Conference, financial and management budget, oversee Fellowship Offices, field offices, coordinate programs, receive reports from Commissions and Committees, make appointments to the same, do long and short-range planning, District and Commission liaisoning, develop corporate image, oversee growth and development, pioneer new efforts and projects, and accountability to the General Conference and the people of the Universal Fellowship for all of the above.

UNSTATED FUNCTIONS: (GENERALLY ENTITLED "EPISCOPAL") Why are the people elected to the Board of Elders? Generally not because they are perceived to best do the job stated above, but for other, important reasons.

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2. Commissions - Standing; Task Force specific task. Committees either of above.

Prot make GSS a standing commission.

Sully "committees + commissions."

Brent Call?

Passed -

Reeb And the Commission on Race Rel.

Brent ? How many other commissions. Innov. ministries.

Prot H Racism not in same category as other Standing comm. Deal i struct + functions; not issues.

Harvey Reference be seeing a need for comm. to exist + another to write in By-Laws. Clergy, By-Laws; ~~FFO~~ referred to by By-Laws; so need how to be stand. comm. FFO
Not in there.

Del Ber Drop FFO + GSS.

Comm. on Lauty moved up to By-Laws + leave out FFO + GSS.

Prot B Comm. will not be called put exist. every 2 yrs.

Ken F. What about Finance Comm.

Prot different incarnations of Fin. Comm. Needs to be decided by By-Laws comm.

Passed.

to Jean White and work in her here or
postpone to ~~Jan~~ Toronto. She's
aided a good one. Good to get to Jean
here.

DE Refer WRE & entire area to Jean White
& ask her to get back to us.

Passed.

Church Through

12:30

1:30 - 6:30 - 9:30

DE #3 passed

C1 Regional Committee -

DE Delete rest of sentence C1 after Reg. Edw.

C1a. ? reside.

GL Person to be elected elder may be from
outside the district but must move
to the district & reside there during term.

DE Person in proven record of achievement
in district -

Unanimous - "members"

Rev Include resp. of fostering new growth
in that ~~dist~~ Region.

GL Chapter 6 before we leave.

The Reg. Cont.
shall be ~~persons~~ the trustees of any Corporation
and to be ~~stewards~~ of any property or
goods in the R they may acquire.
The Regional ^{Org.} Establishes.

signed by a min. of 20 clergy +/or lay delegates.

~~Barry~~ Why so high?

~~Brent~~ If going to be put on suspension must be high.

~~KC~~ Friendly Amendment.

All chgs against a Reg. Elder must be written in accordance to CID.

~~Roni~~ Should there be 2 ways to remove Elder -

~~Clair~~ There are 2 separate policies, two separate means of enlisting these people.

~~Post A~~ If c Bd. of Dir. - $\frac{3}{4}$ Bd of Dir. Can Bd of E take this responsibility on its own.

~~W~~ Bad at local Bd, worse by Bd. of E. ^{to have same body bring charges - get as ind. body.} Serious, heavy stuff. Little for what we got.

~~Post A~~ Call?

~~Post A~~ - passed -

All chgs against a reg elder must be sub by defeated (re compensation).

~~David Ravi~~ also the.
It is pres of Reg. Com. to foster growth
& development of new works within
the Region, & to act upon charter petitions
according to the procedures established
by the Reg. Conference.

~~Key~~ change ... each year ~~of~~ biennium.

~~Brent~~ change delete each year. Failed 8-15

~~Clark~~ accountability. could be 5 years, not
much accountability.

~~Jim~~ If do not do budget do not do effective
planning.

~~Radi~~ Region should see that.

~~Bob H~~ Financial statement needed in here.

~~Bob B~~ In here, later.

~~Bob H~~ When Region gets larger has to split &
have to account for budget.
Fails 8-15

C1d - Discipline

~~HL~~ Add: Conference, which shall hear & act
upon the charges & appeal.

passed.

~~Regional~~
~~that~~ Conf. consists of ^{the} clergy resident in the Region
and lay delegates from local church bodies
eligible to vote at a General Conf. The Reg. Conf.
must meet prior to any Gen. Conf. and may not
meet oftener than twice a year.

Duties

~~Dave~~ Nothing about spiritual/ceremonial functions.

~~DE~~ Get back to.

~~Brend~~ All duties for Moderator put in. Is it GSS intention to leave out.

~~DG~~ Do you want?

~~Brend~~ Not to. Need time to breathe & work out & put in later.

~~Ken F.~~ Exec. Dir to be approved by GC / or Exec. Comm. connect to other Elders.

~~GB~~ Account to all Elders.

~~Ken F.~~ Do we have input into selection?

~~GB~~ Through above.

~~Rani~~ It is the resp. of BoFE as a whole to offer spiritual leadership.

"It is the resp. of the BoFE ~~to offer~~ to offer spirit leadership + as a whole to ...
BC-passed

~~Bd~~ Bd - passed

~~V4-5 Be~~ 10 clergy different church
10 lay deleg. from churches
one clergy

~~Sally~~ "a min of (10) clergy ^{each of 10} from ^{each of 10} different churches
& by at least one lay delegate from each of 10 churches and may be initiated ...

CR ~~IX~~ B old By-laws.

amend to "not more than twice".

~~HL~~ Support "no oftener than 2x a year". Old
By-laws not clear, clear + brief. ~~Set~~

~~Harry~~ who has right to vote, etc. What motion

~~DE~~ Redraft the Article IX
unanimous.

~~DE~~ Reg. boundaries, who establishes, etc.
"not take effect until Gen. Conf."

~~DE~~ Apply same termin. as Art IV re standards
~~HL~~ must be more clear.

~~DE~~ Amendment - Art. IX
in a geog. region
Chart + prov. chart churches as estab. by Boy E
+ approved by Gen Conf, to take effect after
Gen. Conf.
passed unanimous.

~~DE~~ Quorums - same
passed unanimous.

C1d Discipline - amend to 8.
unanimous - passed.

Reworded passed union.
"signed by a minimum of one lay delegate or one
clergy person from each of eight different churches
within the region."

Kent - Are gifts in kind tithable.

Brent This gives unfair advantage to U.S.

Orville When we get gifts in kind issue a check to donor who gives back to Church.

Phil Point of order - building funds.
Call?

—Carries—

1. Study group vote

Bob H - More clergy than lay voting; more people, more variety.
Recommend Gil's proposal for SG after one year.

David Voting privileges an incentive to church growth - Not much difference. One year at 12 members is ^{not} enough.
Increase period for existence of study group.

Timothy: A long way from conference; no fare. Where conf. takes place could sway things.

Ravi: SG should have vote if in exist 6 mos prior to conf.

Sally: what if SG could not send delegate?

DE: no quorum.

Project-oriented missions.

(?) Paid DE's get what? What should be paid. ~~Let~~

DE Leadership function. Top paid pastors & get an idea of what should be paid. Leading people & should be compensated.

David One pastor does not rec. lot of compensation but is comfortable. What is fair. Other ways of looking at it.

DE People get defeated financially.

Bob \$550 an hour. \$900 too low for person we're looking at. Underpaid.

DE ^{coming out of} 30-40 K a year. Simple lifestyle for MCC ministers. Making 20th week & moonlighting + want to grow beyond that.

JW Clergy within MCC do not make enough money. Self-concept based on how much make. Feel good abt. selves. Not give something they can barely live on. Avg. of top ~~10~~ 10 salaries.

Bob ~~Brune~~ \$5000 is enough - not too much.

Bob 15,000 - 8,000 + money to work program. Benefits. (Insurance, travel, etc.)

JW Look at total amt being received. % being received. Can't pay too much. Percentages.

Implementation: The districts must be directed to elect their representatives at DC Spring '83.

Larry 166 church bodies
63 charters
30 missions
73 study groups

We can't workably do that. Question of parity -

Boat - Meets letter of law, spirit of law. Not (for),
but formula.
What about funding -

Phil Local option -

Art - Expecting us to do a formula -

Resolution passed 1 nay -

Percentage Funding Art X.

Bot B. Any boat or financial account in
the name of ~~any~~ church body or
of any subordinate group or body

Have to be both & may not be & may be
should not be. Visionaries not task
oriented.

Sally Functions of administration can be done
by people w/ secular credentials

DE Management Functions - Include Spiritual
Planning Leadership
Organizing
Directing
~~Controlling~~ Controlling
Evaluating

Analogous structure, non-profit orgs &
churches, hires exec. direct. to hire
exec. to lead mgt. accountable to
Bd.

Sally Adequate office & top level & middle
level mgt. or it won't happen.

Gil Reformat 185 how things done in
Bishop/Overser brought in gospel,
Sr. members Presbyters, Sr. Deacons
Charities of Church. overseen by Bishop.

DE Recap: Strengthen districts.

1. A full time district leader strengthens
districts. Where it has been in place
works well. 3 have, other have intent
& funding. Good model for D. leadership.

Brent Funding must be sufficient for
it to be an option for laity.
2. Must be adequately funded to attract
good leadership. Present def. of
leadership does not provide equally.
Redistricting or redefinition.

Any bank or financial account in the name of any church body, or Region, or of the UFMCC or of any subordinate group or body, must require two (2) signatures for withdrawals, one of which must be that of an officer elected under UFMCC by-laws.

Bob H However, beginning April 1, 1984, the proportion for the next year will be

8% to UFMCC + 7% to the Region for 1984-85
7% to UFMCC + 8% to the " " 1985-86
5% to UFMCC + 10% " " " 1986-87

DE Even if it stays at 5% Districts will be able to do this.

Brent If you are concerned about mgt. at UFMCC office - fire mgr - not take away money. Deal & result & not implementation.
~~I move to table.~~

He Need to show how - haven't decided basic issue. Problem has not been mismanagement by elders, the lg. # of functions & should be clearing - Roadside for not program building. Initiative should be local. This is heart of the matter.

Ravi Table - until deal & % breakdown.
Tabled

Ken modify draft: Reg office - 6% - 9% dies, no second

Ken Frank Go through quickly. Not validate each thing. Four day debate. Interactive feeling. Define terms later.

Sally Bruce Find another way. Actual developing. Can be done local or reg. level - Clearinghouse F level. Availability from F level - not each district have to formulate own. Fellowship clearing house.

DE Programming - what happens & where. going to be looked at at B Conf. Is it to be done bureaucratically at F level.

Gil Where is power. If at F level "my" need being met.

DE What must be done at F level that cannot be done at F level.

But need for full time administrator & Nat elders increase.

Brent Not time to decrease elders, but raise issues now, go back later.

Larry R. Int. & Middle levels deal mostly in Admin. & spiritual leadership. Admin. ~~between~~ Committee / Exec. Director overseen by Bd. of Elders.

David P. Looking at Fellowship as enlarged church. 2 functions. Physical aspects work of body; spiritual function. 2 groups in different functions. Exec. Committee - carry out, and group culture function / spiritual. Separate functions delineated. Not need 7 people serving physical needs, but 7 to serve spiritual needs.

Forward Reg. level. Want it to be even faster.

DB Dissatisfied 2 elders, some votes on money being spent. Doing to the hands of those who have spent not in way we choose.

DE Change in system in which elder functioned. Bo/E has not been strongly directed.

Harry Transfer problem is clerk to ~~the~~ Exec. Dir.

Sally Clerk for Bo/E still has a lot of paper work. H.M. has only our church clerk who spends churchtime doing up.

TR/ Clerk + Treas are corp. officers. Exec. Secy does minutes for Bo/E.

Rob/ Clerk would be pastoring a church - & not near Exec. Secy.

ep/ If this goes to M. Mark, we can safely rely on them to budget funds, & anticipate budget solutions to budget problems.

Bruce Budgeting for transfer will require creative financing. Whole system changing by Oct. Nancy will be crucial. Pastors will be making decisions & offering self for Reg. Elders - other area than financial.

Bob/ Fiscal year begins 4/1. Elders picked in Oct - as soon as practical

M

Start new works

~~Church of the South~~

M north projects
M regional

2 local

I Int'l Projects

I coord. Fellowship Committee projects

1ML Dynamic Relations

1ML Spiritual Leadership

1ML Teaching

I Fellowship literature / translation

I Curriculum

1ML Communication / Resource Sharing

IM Credential calling

1ML Discipline

1ML Conflict Res.

1ML Leadership Training /

IM? Alternative Financial / Foundation

1ML Stewardship

1ML Soc Actn

1ML Theologizing

1ML Pol. Action

Music Resources - ~~IM~~ Sharing, ^{ML} Developing

ML Fellowship activities

ML Health Needs

1ML Insurance / ~~Retirement~~

IM Retirement

IM Sharing Resources / Clearinghouse

IM Ceremonial

1ML Benevolence Ministries

1ML Record Keeping

ML Prison Ministry

ML Handicapped Minist

M Clergy Care - IM Planning

1ML Planning

1ML Evangelism

1ML Ecumenical

1ML Mgt:

1ML Training

1ML Credential - Church Podis

IM Interpret Bylaws

I Polity

I Clergy Training / Seminar

I Insurance

1ML Program Development -

1ML Christian Education

~~Larry~~ Question of local law regarding offering in public place.

~~Kit~~ C. whether clergy shall have loss of vote if church's tithe is not paid.

~~Brent~~ Table + refer to time of new concepts - passed 1 except.

~~B~~ - moved Kit Lincoln

~~Clark~~
~~Change~~ Only funds used to retire a mortgage

~~amend~~ Only collected funds intended for the purchase of ^{property} ~~a~~ building for worship.

~~del per~~
~~motion~~ Refer to Finance Committee.

~~DE~~ Do you really want to do that.

~~del B~~ withdrawn -

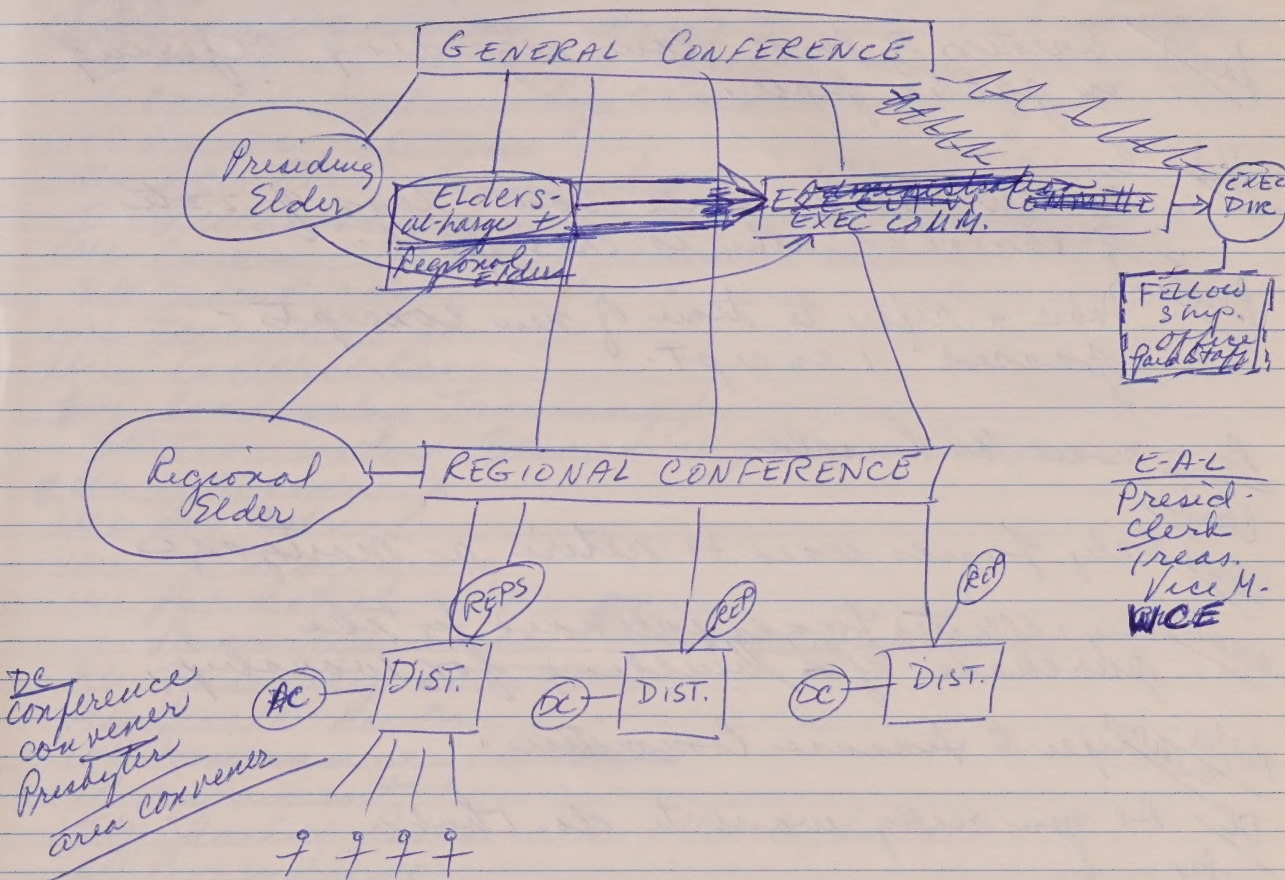
~~Larry~~ Define term "building fund".

~~gil~~ Designates funds? outside church's tithable income. need to specify what may be omitted.

~~Sally~~
~~amend~~
~~substitute~~ Delete entire sentence - every body tithe on everything.

~~Brent~~ what happens when church given amount for a specific purpose.

~~DE~~ If it has restrictions, can't accept it -



Gil/ Pattern of how Presby. church works. Demo-cratic although representational. ~~As~~

David/ Reg. Elder would be funded by Reg. Conf. Reg. Elders would have admin. tasks at regional level.

Bob B/ Treas. - Elders could hire. ? Exec. Comm. apptd.

DE/ Exec. Committee made up of Elders & Presid. Elder.

DP/ Do tasks of spirit leadership.

Bruce ~~Motion~~ Move to table Sally's motion.

Jim Please don't insist, put people in untenable position. Proposal modest & operable. Will induce people to lie.

Bruce New issue - chance to talk about before G.C.

Motion to table -

Ken F. 9 yrs - 12 may

Bob ? Delete cause, major loophole - not "except designated funds". If exclude mortgage funds same must apply for renters.

Bob A One church reports 33,000 + tithes, and fund 75,000 + 50% of income tucks into designated funds. Not enough money to pay bills.

Ken E. ? Possibility of using "building fund" and to question whether legitimate "building fund".

Bob H Call? defeated.

Larry ~~subject~~ Only building funds or funds collected to relieve the needs of persons in distress, the Reg. Conf. shall determine what constitutes a building fund.

Larry Compromise for what I believe + some need to grow. Learning process.

Brent/ Pastor of large church - low - other
pastors couldn't get more because of
his low salary. Indicator of how
can live.

Clark/ Negative patterns. Professionals
can't survive.

De/ Career - Must be secure + salary is
one indicator.

Davis/ Regional option. Lineable wage.
Relative to where live. No set local
option. If strengthening region, strengthen
salary, but not at cost of area -

Dall/ Adequate living salary - but not
set in stone.

Ray/ ^{UFMCC} What will be received. Professional
administrator - how fund -

Clair/ Strengthening regional - not send
elders all over the place. Agree
with salary. But need to let people
know that GSS has looked + need
to provide adequate salary.

Gil/ Min. sal (Presby ch) Rules off a few
churches - min. became max -
Here is standard - know don't, why
don't + what do about. Not imposed
as floor ch becomes ceiling -

De/ As the principle, Fragment + lot
of things + overlook value of leader-
ship. In order to build church.

Brent/ Salary parity.

~~Bill~~ Deacons are clergy + seminarians are
not.

~~By-laws~~ ^{Student} section on clergy - Int Art IV, P. 8.
Student clergy should not serve as
lay representatives.

~~Clark~~ Motion:

BSS recommend to the By-laws Committee:
As p 8, line 23 ADD: Article V, B 2 a
"Except in extraordinary circumstances
student clergy shall not serve as ~~Lay~~
~~Delegates and/or Lay Representatives on the~~
~~Commission on the Laity.~~"

~~Larry~~ ^{as amended} in offices representative of lay people.

~~Clark~~ against - our
12 for 7 ag.

~~Clark~~ Can?
Carrie's

~~Timothy~~ Clarification - does local church
mean study group?

~~Brent~~ old draft -

Discipline of Churches - (4)
~~Bill~~ Elite nonprovisional charter.

~~Ken~~ "shall" to "may" (withdrawn)
~~motion~~ B. Investigate may be approp. action.

~~Don~~ WCE elder one of WCE areas + one of elders at large. ~~to~~

~~Harry~~ Elected at large - serving for specific region. Should be elected from WCE area.

~~DE~~ Missions - Transcultural aspect of Gospel - Not from here - there, but somebody who knows world missions. lucky, she does.

~~Harry~~ Funding of struc. Later, how funds made available. Problem of some regions always paying more. Shared funds. 2 meetings a year. How long to spread cost of meeting. Attack easier by pool of funding everyone's cost.

~~Ken F~~ Exec. Elder, Pooling equitable. WCE elder - important to have from that region. Unfair - want representation.

~~Hel~~ Wrong? Spanish speaking fast track of French, Danish.
1. What they want.
2. World Missions part of whole fellowship.

Where locate func. of someone to do WCE - Representational elder. Someone concerned abt. missions, social action, social justice.

Not who will be elder? Func. of fostering mission. WCE ≠ reg. elders. If elected Jean White - not rep. Aust. or Denmark.
~~to~~ Apply - elder at large to be WCE.

meeting. At the next cong. meeting

Ken 1/11 4th line BOD
at 3 years in accordance w the
local by-laws or SOP.

Sally They shall hold office for a term
Motion det by local by-laws or SOP's

David For - ~~the~~ BOD serves as more than
BOD in small churches. SOPs have
term of office in conflict w F by-laws.

Larry local option vs time limit. if min -
max given -

Larry They shall hold office for a term of ~~up~~
amendment 1-3 years determined by local ~~option~~,
by-laws or SOP

passed 11-6

1/13 - Lay Delegates

Larry ? of student clergy serving as lay
delegates.

Clark Advisory interpretation

Motion Student clergy may not be elected
as Lay delegates.

Bob Council legislate by threat. If approps -
it is in.

AT apposed - disenfranchising element of F.

~~Del~~ ~~for~~ Don't see 1 elder - not work. Need someone
not 1 person elder to Nigeria. 1 like Resp.
Elder for WCE. Each one of areas. Some
areas may be poverty, not skilled & need
to listen - fair representation. If miss.
to Nigeria could lose 10 y. & not understood.

~~DE~~ Basically strong for US & Canada. Get into
transcultural. Indig. Church operation.

~~DE~~ on hand until then.

~~Clark~~ Dynamics of reg. conf. Change nature
of Gen. Conf. Regional taking on impt.
of Gen. Conf. Adding another conf on
top of.

~~Ken~~ ~~Conf.~~ dist into reg. forgot Aust. Overlooked.
Yl ment. elder for WCE - soc. act / femin.
Talking abt prog. no count. all women.
Spec. Int. Concentrations - no - prog.
Constit in areas have right to be eq ly
represented. How new reg conf & gen
Conf. How grass roots will conf the
mini gen. conf. Encouraging grass roots
or addn. level of conference.

~~David~~ WCE & Reg. Conf. WCE sensit to people
outside USA. Elder NW region ~~27,000~~^{13,000} people
& elder rep. 150 people & bear expense
of sending elder from Aust. for ex.

Attendance at DC has increased - 10 workshops.
Willingness. Reg. Conf. attractive enough.

~~Clark~~ ~~for~~ DC will be better. Toronto less because
of cost.

~~Brent~~
~~Bob B.~~

Incorporation in all nations shall apply similarly.

~~Bob A.~~

In every nation where VFHCC comes to exist, a paragraph modeled on the following must be included ~~in~~ ~~that~~ place.
passed unan.

~~Bob A.~~
~~motion~~

~~Strike~~

Delete "or the Bd of Elders."

~~Harry~~
~~Sally~~
~~beginning~~

Bd of Elders stet =

~~Ken B.~~

against Leave it in -

~~Brent~~

Case?

~~Brent~~

Change "and" to "or"

~~Phil~~
~~motion~~

Refer to legal counsel
passed unan.

~~Brent~~
~~motion~~

must be included & must apply.
consensus.

~~Ken C.~~

~~Bill~~

Art X A

~~Sally~~
~~motion~~

passed 1 nay 1 abst.

Could be apptd from elders or outside.

~~DE~~ Exec. Dir. carries out directives set by Elders + GC, Exec. Comm. detailed out of Bd of E's.

~~Bob P~~ Elect ~~go~~ more than just presid. elder. Don't elect Treas. Reg. elder may be best. Not onerous job. Clerk not admin elder for fellowship.

~~David P~~ Treas.

~~Larry P~~ ^{not} Write into By-laws? Such a radical change. Implications. Local $\pm$ belong to Reg. Conf. $\rightarrow$ delegates to GC. Who would fund. 7% not cover.

~~David P~~ ~~Have~~ not essential to keep.

~~Larry Brent~~ Structure not in By-laws - more flexible (office staff).

~~Timothy~~ What abt WCE? How funded?

~~David P~~ Part of cred. of regions would be ability to fund elder.

~~Larry~~ Ability to finance would depend on region.

~~Jackie~~ Hispanic?

~~David P~~ Eliminate - would be subsumed under District.

~~Jackie~~ WCE Elder - Elected by people all over world?

~~Phil~~ AB.
Call?
Vote - passed -
~~Larry R.~~
Rewrite

passed unanimously.

~~Mike~~ "Reg Elder or his/her representative."

~~Bob B.~~ "chosen from among by the BOD."

~~Phil~~ Significance of civil law on our church's life.

~~Ravi~~ Same discussion, giving flexibility.
Motion fails. (2/3)

~~Viz~~
~~Ravi~~ "the remaining members of the board may
choose appoint an interim board member ...
until the next cong. meeting
~~Sally~~ unless the vacancy occurs within 60
days of ^{the next} congregational meeting."

At the next cong. meeting an open election
shall be held for a replacement for the
remainder of the orig. term -

~~Bob~~ "shall" → "should"

Yea.

Nay 5

Abst. 1

~~Harry~~ Fellowship best done at middle level.
Readership training best done Middle level.
Admin → Gen. Conf. → need for fellowship
done at grass roots level. Policy, dec.
made at GC - would we want that
many people making decisions. fellow-
shipping best done regionally. Expand B.Y.
divide work load, broaden ggg.
input. More than 1 way to divide.
Mgt - but broad input needed incl.
WCE. If not 2 churches Rust, 2 Europe
need to spend to grow. Mission.
It may cost to repres. few churches,
but doesn't more churches in that area.

~~Great~~ Canada WCE early yrs, no elder. Asked for
is not auto elder, but an advocate
on elders. Skills, calling to missions.
Having an elder he involved at top
levels. Issues raised. Not elder from
but representing needs of those elders.
Can elder from reg. rep. Avst? Money
better spent translating than traveling
to his meeting.

~~Tim~~ Regions - better than districts. Region
could include WCE. Underepresent
of some regions. If more than 2
split into 2.

~~Ken E.~~ Lessening of GC. all churches & voice.
How can afford by small churches.
Represent as total - or funds repres. from
local levels - if afford.

~~Bob~~ Canada lost in districts north of U.S.

~~Emile~~ Where do Fel. Funds go? Canada funds?
Nationalism, Regionalism.

meeting in order to remove the pastor".
The petition shall include an attachment
of alleged charges levied by at least
25% of members in good standing of
the congregation.

The Reg. Elders before setting a
special meeting shall verify that
the petition follows the above, &
that the signatures are valid in
accordance with these by-laws.

Del sub motion line 10, p. VII (cong meeting...)

"at a time & place set by the Bd of
Directors after the Bd. has validated
the number of members who have
signed the petition, and the clarity
of the charges.

Line 3, p VII add.

The only question to be voted on
shall be "Shall the pastor be removed
from office?"

Clark ? clarity of charges.

Del Dates etc covered on P. 18 of By-laws

The date of the ~~petition~~ meeting shall
occur within 30 days of the date the
petition is submitted.

Motion passed $\bar{c}$ 1 abstention.

Bob B The pastor may serve as Moderator of the
Bd. of Directors in accordance $\bar{c}$ local
By-laws or S.O.P.s,

Have to afford to send someone, Churches
don't spring up. LA doesn't listen. Elder
from each conc. impractical. When
go back to Vancouver - 1 man outraged.
Nationalism - pro U.S. - pro Canada.
Can't be solved here.

~~Break~~ Nationalism has advantage & is disease
as both. Anti Amer & pro Americans.
National issues need theologizing re
body of X. Deal in home. U.S. deal in
nationalist expressions. Cruise at
indigenous Churches. 1 day gc for
JTL Caucuses. U.S. family protest,
Canada - prison ministry, etc.
Guarantee of represent from Canada on
reg. committee so that C unit has
representation OK.

~~Good~~ If when BoJE, Exec-Comm & Reg Elder
can have regions all represented
(incl. WCE) Missions - 1 church helping
pastor in Wren. Can. BoJ #4 would be
admin. more funds - expansion
N West Dist - frontier would be Anchorage
& Idaho.

~~Break~~ All churches in Canada pastored one
of Toronto, visited Eric from Vancouver
& Rod Ferguson from NW Dist.

~~Harry~~ Canada combined - 1 reg. & C & one
on WCE. Problem - advantage. High
dist for non-Eng speaking US churches
to solve problem. Not have to deal in.
problems unnoticed. Do we know? US
churches not have to deal in Can - ~~not~~
now advantage - have to deal in. Same
of people meeting - more impact.
Can. repr small #. Now larger page.

~~David~~ Strike sentence.

Pass by 2/3

~~David~~ Delete sentence "The cong meeting etc."

~~David~~ Case?

Motion carries, deleted.

Lines 4+5

~~David~~ wording of petition vague, to see if air can be cleared. Contained "disciplinary action or dismissal"

Exact wording of the petition.
Date of Meeting

~~Hel~~ At that time the Reg. Elder may place the pastor on inactive status but the pastor remains fully compensated until the final action of the congregation.

~~David~~ May be clarified later

~~David~~ "The pastor + the Reg Elder"
~~pastor + Reg Elder~~ 1 abst

~~David~~ The formula for "petition to call a meeting to vote on removal of a pastor shall read as follows: "We the undersigned do hereby petition the Bdy Directors and the Reg. Elder to call a special

US + better able to deal w. Not U.S.
WCE. Starting new works, young. Best at
middle + local level for new growth
in region. How support missions and of
regions. 7.

~~Envie~~ Predication in Canada - UFMCC U.S. UFMCC
Canada, UFMCC Europe. Sometime down
road.

Break

~~Nil~~ Consensus - Key: If you ask persons +
churches + Reg. to tithe be at disposal
of BofE fasturing mission V. Mod.
Mission second only to unity. Was vote
for + not funds. VM to decide how
actually to be done.

~~BA~~ Vice Mod. elects + task of fasturing mission.

~~DE~~ VM - successor in case of need.

~~GL~~ Pray we'll not need. Freda takes
chair. Sometimes she goes out. Gets
invited on own. Hear you, not urgent.

~~DE~~ Xtran denoms. high degree of specialization
whole area - science - Mission boards -
development. Do we need to think
about - How plug in.

~~GL~~ Impt person + money to work +. Can move.
No way now.

~~Brent~~ Tithe - for WCE use exc. edia. to desig
would be VMod - leave to elders to
see who has expertise. VM - if happens
to Troy - chairing meetings. Freda -
needed more skills. Not success. WCE
person.

Pally against. Spoke against at last meeting
& it was decided. If want to use Reg.
Elder have option — or option not to.

Clark If don't do it, no one left calm enough,
~~not~~ distrust pastor, church, or both.

Brent ~~not~~ may lead to battle over whole chain,
sister battle, extra pain.

Bob H 6 yrs. of experience. In only one case not
~~asked~~ asked & meeting null & void & had to
do again.

for 20 may 2 abs. 1

Bob H change to "UFMCC Bd of Elders"
passed unanimously.

Timothy "Regional Elder/WCE Elder"

Clark Delete: "the Bd of E"

In keeping to spirit of Regionalism.

De Ber "Regional Elder shall attend or send a rep"
passed unanimously.

Reuf. Peter: "The cong meeting cannot be
convened unless a majority of those signing
the petition are present."

"If less than $\frac{2}{3}$ of the signatories, ~~are~~ ^{attend the spec} ^{cong} meeting
~~present~~ the pett becomes null & void."

David P / Missions - hist. - difficult for those
in home missions no. WCE - no support.
Let's not forget - regionalization - whole
half of country to evangelize -

Jarry / Elders + resp. Presid. Elder, Clerk, Treas have
resp + each reg. elder. VM? resp. - mod.
in case Mod. not there but what else.
Could be missions outside reg. conf. stuff.
Grl. Time + money + talit. clout.

Jarry / Reg. elder - faster in reg. conf. If not
for WCE - job not well done. Assign
1 elder to that resp - Reg. elder region + WCE,
Presid. elder too much resp. Clerk, Treas.
who left? VM!

Bob H / Presid. Elder, VM + Clerk combined in one,
Treas. can be anyone - but is job done
well. Needs to be hired. WCE finance.
resp. on meeting; ~~but~~ not on exec. comm.

Bob B / Attach names to titles. My sense steward-
ship of F. is to be handled by Exec. Dir.,
Treas. Auditor, Liaison bet. Exec Dir. +
F. Reas. assumpt?

Don / Treas. or Controller.

Bob H / Needs for legal reasons. Don't need
Treas. to be elected. Elim. Elder/Treas.
as sep. indiv.

Bob B / Essential Treas. Not area of expertise.
Natural choice. Person running for
job - Finance. ability not to be w/ job.
Treas + Presid. elder elected directly.
WCE cmpt. Elder exec comm must
include WCE

C3 Discipline

~~Clark~~ omit all of this but 1st & last sentence

~~Ravi~~ Area Strus
"and other officers"

~~Brenda~~
~~David~~ "and other servants"

~~Brenda~~

~~Ken F~~ "shall have at least an Area coord."
~~Friend~~ amend.

~~David~~ 6th sent - "and facilitate"
change

~~Timothy~~ "And an area lay rep who shall be
regarded as ~~the~~ a Regional Lay
Representative alternate."

passed - 3 abs. 3 nay.

~~the~~
~~D~~ Rational: To provide the alternates called
for above to visit churches in area.

"as an impartial observer who shall
moderate the meeting"

unbiased hearing guarantee -
~~Jim~~ fairness & good order.

Troy symbol of unity. F rep. women in
7. Respect of women & men in our district.

Ans V Support tithing regions. Siphoning off more
funds. Need paid servant. No funds.
Going to have to find funds -

Ans P Home missions not overlooked. B 20%
SW Dist funds for Hm. Miss. Our income
will double. 10% home miss, 10% W mission
no loss. VM comes out of concerns.
Eld-at-large - Pres, Treas, Clerk, WCE -
Elected VM from floor at req of BdE. Why
not give spec. resp & spec. qualific.

Ans V VM or WCE officer. Skills in area or
both. Treas best VM → SW best WCE.
Elected 1 place 1. VM skills & symbols vs.
WCE skills & symbols. I trust them electing
from themselves.
2. Set aside WCE - ask you to join us
& talk abt WCE.
3. How compare req. ext. to starting
Church in count. & no MCC.

Ans F Not enough human resources. VM
not run short of actv. 5 at lg. 6 Reg.
11 workable sys.

Ans F 1. Comparison human/food needs.
2. Confusing stray issues & fund issues
3. Assump - go & this stray. Criticisms
still apply.
4. Prayer - necessary each day for
group - forgot that now.

Ans H VM - WCE we've got to quit putting
people in positions. If we lose
one of two might find a better.

Brent Omit: "for estab. in consultation with the Reg. Elder, a tentative agenda for each Reg. Conf. to be mailed to all delegates, Reg. officers and cong. at least 30 days prior to the conference."

Bob So move.

Will all? passed unanimously.

Bob Reg Comm should estab a procedure to formulate a tent agenda.

"The deputy moderator shall perform other duties as deemed appropriate by the Regional Elder and/or the Reg. Committee."

passed unan.

Treasurer - OK. passed unanimously.

~~Reg~~ Reg Lay Rep. passed unanimously.

The Reg. Lay Rep and ^{the first} ~~an~~ alternate shall be the Reg. representatives to the WFNCC Comm. and the Laity.

Bob Term of office + term?

Larry "The Reg Lay Rep, ^{and first alternate} shall be elected by a ~~Reg. Conf.~~ majority of the lay delegates at a Regional Conference."

Bob Support - can be effective, but can be staked. In accord with democratic process.

Brant/ Differential gift - seldom combined.
7. May not want to be FT paid pos.

DeBor/ Consider - not adjourn until Wed.
need to get through by Tues. Not hurt
us to have 2 ppl.

Bob H/ Money - Fares, food, etc.

DB/ ? rep. to Exec-comm. Other country vs.
money. Can't wipe out growth, risk.
Can't say not have money. If no money,
maybe not have WCE.

Clare/ Flying out Monday - What FT salaries
positions? When say. Not all FT
positions. E. pastors & VM now. Are they
going to be salaried? Confusing.

Bob A/ Looks like funded, sal. Pres. Officer, WCE
officer, elected & honorarium.

DE/ Are comfort & plan?

David/ Increase resp. to detriment of region.
Admin. funct. out of Exec. Comm.
Are satis & struc. Systems?

DE/ Strengthen districts. @ BQE dissatis
needs to be restructuring + does that. If
not what alt.? Consensus.

David/ Split of 15% - 7% -

Brant/ What transfer? -

Ed/ Frame GSS, FFO, Some want 10/5.

need for representation. No elder willingly
not attend - Reg not rep, sense of continuance
& allow cannot communicate sense +
progression -

~~Brent~~ Call?
motion carries 20-3

26 Other Reg. Officers

~~Booth~~ "shall" not "may"

Reg. Clerk
"tentative agenda for each Reg. Conf. ..."

~~Wil~~ Specifies that it gets done

~~Sally~~ "... for mailing a tentative agenda for
each Reg. Conf. to all delegates, Reg. officers,
& congregations ..."

~~Booth~~ No difference from objection. Reg Elder
has access, etc, but ~~Reg~~ ^{clerk} may not.

~~Harry~~ Respons. & person who does may not be
same.

~~Brent~~ Is experience in other Reg. same?

~~Barrett~~ Different.

~~David~~ Clerk must see it happens -

~~Brent~~ Suggest send Reg Committee
Failed 22-1

~~Larry~~ How much for travel. ~~too~~

~~DE~~ Liaison elders going to die at F expense.
7% critical question. Contingency expenses.
Cuban, TV, Wash FO etc. Rust. Need based
on what went before. Expenses no longer.

~~Brent~~ Prison, Race Rev.

~~David~~ Process different. Int. should act as
resource clearing house for generation
at Dist level. Dissem. info on programs.

~~Brent~~ Racism funded at Int level.

~~David~~ Reg Conf resp for working toward issue.
Program on Racism - Reg asks for
program. Wks - directed to F office &
made avail to greater body.

~~Ravi~~ Support Racism Int office. Reg Conf
may not & may not have ability.

~~Conf~~ We have budgeted 43,000 per quarter -
\$172,000 not 299K. ~~to~~ We're not same
100,000 only 30,000. What take from F
level. What if dist. not take on. F

~~David~~ Reg. elder not elect by GC. If reg conf
pays no, what do.

~~GC~~ 2 GC votes all kinds of things not
funded. Unfair - unjust - not integral.
Many working on process. GC have
also tried to do it all in min. resources.
Appalling - hope to bite bullet. May have
to put off. Leadership / money & need
to address problem soon until make
commitment. # real priorities

Clark Priority for Elder to be there. What happens now. Fail to see issue.

Clark It is imp't for Reg Elder to be respons + if anticipate unforeseen occurrences + make provision.

Scott Should have representation, but voting at BoJE meeting, heavy responsibility - voice no vote. ~~Not~~ Rare + maybe 1 of 2 missed.

Larry 1. Reg Elder may deny. Not have to.
2. Wants people to elects Reg. represent-
elects like Mod, may be elected to fill
position. Not representing Elder, representing
Region.

B "The Reg Elder in cons c the Reg. Committee may designate only any elected Reg. Officer to represent the Region at a BoJE meeting if the Reg. Elder is unable to attend."

passed, 9-4.

Clark Floating BoJE allowing possibility. Not what we want, dangerous.

Ken F. If not in there, no authority or ability for Reg. voice at BoJE.

Larry ? Are we also eliminating (). There is something I would require Reg. Elder to attend BoJE. Dereliction of duty.

Sally Agree c Larry - Can't see elder not attending unless absolutely necess. I do see

Larry Suggest Treas be here & figures. Office
exp. ^{ET} bk, off mg, sw. oper, journey (1/2)
typewriter. Travel costs?

DE ~~Church~~ Church services & journey should pay
for selves.

Sally Every group gets too little. This stress
may make it more effective. Develop
programs. Day min, short abuse &
others. Resources exchanged thr. F. O.
Don't share programs + funding. Tell
others + Exec. officers + help others. Million
programs need to do - not do all at
once.

Jackie Giving Fellowship same # of elders, + spec.
dir. out of same funds. GC states
each reg. do program - 8 prog.

David + and - impact. Regions decide what
Jack Jones (Aging) Regions covenant
to produce budget for Commission

DE If when came up a program, if put
price tag = extra assessment. Afford
note.

David More grass roots particip. commit
funds.

Bob FFO not funded. If signing will be
in better position. No agendas.
Consensus. If all committees are
done in grass roots. Work tag as F
S of E. We can get tag even 5
B of E. It can go - act. "Dams" I
would rather have us breaking down

Clark Delete last sentence: The Reg Elder may
design. only an elected Reg Officer to represent
the Reg at a BoE meeting.

Bob Reut Other representatives c voice + no vote at
Elders meeting.

Bob Pr Full BoE will meet 2x a year. Will not skip
BoE meetings frivolously. Impl we have
an elected rep + have vote. Every
person serves informat. function,
should be there.

Sally Reg officers include lay rep. who should
know more. Don't want region un-
represented.

Bob Pr Amend. (If nec, the Reg E may designate
a member from the Region to represent The
Region at a BoE meeting.

Bob Pr In orig + amend, 2 issues. Don't care if
elect. officer or member. "May designate."

Jackie People are elected who can rep dist-at
BoE meeting.

Defeated -

Bob Pr Speak strongly against defeating. If
occurs Reg Elder has to be able to designate
someone to represent Region at that meeting -
Crucial someone go + represent Region.

Bob Pr Speak ag. Problem now is no representation.

walls. Not F I want to be part of.

~~Grant~~ 8-7

Funding, I lead for educ. Built trip people into funding special interests at GC. Programs begun & self-funding. Int. funds to raise consciousness to raise funding. Ready to continue program.

Pain of losing small group closeness & loss of serving groups.

~~Bob~~ "Fully." Say take money + spend as
caish. I don't agree with amt of
money being spent.

~~sub. amend.~~ "The Reg shall be resp. for ^{compensating} ~~funding~~ its
Ft. ~~Reg.~~ Elder."

~~Brent~~ Reg to have option for evangelist to
go around + start churches -

~~Gil~~ I can imagine choosing Reg Elder
to do that. 5 compromising funda-
mentals we have been working for -

~~Brent~~ Resp. for B of E. Helping coord Reg conf,
visiting churches, not allow time for
starting churches.

~~David~~ take out job descr. for Reg Elder → services
provided to Regions may be incredibly
different + contrary to what we are
setting up.

~~Larry~~ a lot depends on what Reg. decides
to do + have Reg Elder resp. for -
Options are provided for.

~~Bob~~ If Reg Elder expected to do, + no time to
be evang. + start new works. Need
to be paid to be.

~~Brent~~ May be an staff + pt salaried.

~~DE~~ Have not voted on

~~GP~~ Ccc?

passed 2-2

NE
ME

VT

NH

MA

CONN.

NY

NJ

PA

Del

MD

OH

IND

KY

W.VA.

VA.

MICH.

E. CAN.

Q.A.T.

QUE.

N. Brunswick

N. Scotia

P.E.I.

Newfoundland

16 states

16 prov.

SE

TENN

NO. CAR.

SO CAR

GA.

FLA.

ALA

MISS.

(POSS.)

LA

ARK.

7-9

N. WEST

ALASKA.

HAWAII

WASH

OREG

NO. CALIF

IDAHO

UTAH.

NO. NEV.

NO. CALIF.

B. Col.

Alberta

7-9 states
2 provinces

MID. C.

W. SC.

ILL.

MINN.

IOWA

MISSO.

KAN.

NEB.

SO. DAK

NO. DAK

MONT

WYO

COLO.

14 states
12 prov.

SASK.

MANIT.

SW.

SO. CALIF.

SO. NEV.

N. MEX

ARIZ.

2-4

SO. CENT

TEX.

~~SO.~~ N. MEX

ARIZ.

MEXICO

Daniel "pastor or pastoral leadership?"

Ken One church is surviving. Every church (SG-Mem) do not have.

Larry Separate out issues. Covered later. Not only place talk abt. pastors. Figure to fill that position, spec. elsewhere.

Clark I think imp. to leave in "pastor" - leaves it open. If pastor church survives better.

Bruce ~~to~~ "Pastor or other pastoral leadership"

Bruce ~~to~~ passed unanimously

Lois "and fully compensated"

Ken One region might want to have some other form of compensation, travel etc.

Bruce Other forms of gift - trust region to make some other creative options.

Gl going to have to turn to F for money, and what we're trying to do.

Ken What if Reg wanted to hire pd. admin.? Not pay elder.

Larry "The Reg shall be responsible to fully compensating the Reg. Edu." Reg may not come up w/ money, F or other Reg may.

20 Revision of Art. 5 consistent i changes. In
condens^{ing} 11 districts into 6. Addit. redistricting.
Need for area fellowship struy to be defined.

Gl/ Area struy - within regions areas ^{shall be} ~~shall be~~ ^{cap.} ~~cap.~~ ^{to undertake or} ~~to undertake or~~ ^{in assign} ~~in assign~~
^{pay reg. conf.} ~~pay reg. conf.~~ ^{for} ~~for ^{spiritual growth, prog resp.} ~~spiritual growth, prog resp.
Area coord. ^{shall} ~~shall~~ ^{call & conduct area mtgs accordg.} ~~call & conduct area mtgs accordg.
to proc. stat by area ~~mtgs~~ meetings.~~~~~~

David/ 3rd tier struy - see^a tension. Local option can
not leave too vague. Direct. part. region.
What area coord. be resp. for? Programs
may defeat.

Gl/ Does not mention finance.

Abby/ Exciting. New tier of regions + areas as smaller
districts as we know them now. Staffing for
reg. conf. - small amts of money for special
programs, etc. Mandated meetings?
Alaska, Haw., E. Can. - must these meet together.

Gl. Each region would make that determination.

Brent/ "Shall" is crucial to P. It must be estab
grass roots level is much closer to home.

Kent/ Realize reg. has possibilities. Concerns are
reg. conf. because of distances, time off.
Once every other year / nox - GC year. Concerned
about dec. making process. Concern abt
changes in a family struy. Concerns of
both clergy + laity. how we get to bigger regions
laity will not have time, resources, etc.
It can be accom. to FT person in
each district. Pay min - laity don't have to.

~~2A~~ C1d Discipline.

~~"Pass"~~ on And to the person charged "

~~DB~~ ^{amendment} 30 days - time frame

~~harry~~ Where do you start the 30 days?

~~Clark~~ "at the same time".

Unanimous passed.

~~Larry~~ can't sign "charges" -

~~DE~~ Insert "in writing"

2A. Regional Elder

~~David~~ "to provide spiritual direction + guidance.

~~David~~ Omit "or parish coordinator".

In vacant groups not to have anyone as PE, but whole laity working together. If needed can be supplied, BOC can take care of itself. If Reg. Comm or Reg. Elder has to do it, it must be done.

~~DE~~ Need not be clergy person.

~~David~~ "pastoral leadership".

~~Hal~~ Ag. very imp. to affirm leadership of laity - untrue to Church. One gift of God to constitute Church is pastors. Church may go 5 pastors for long time or indefinitely.

Gifts of laity may come under stress under new strategy.

~~Ord~~ / No less lay involvement when Dist. were larger. Requirement region had to meet before GC. 1 min. conf. per year - 2 max. Cannot bind dist. too tightly. Useful to see operating model. Regions are going to have diverse ideas. New territory.

~~Rev~~ / Show conc. abt lay involvement. More use of lay inv. Teams, new strategy. Grp of 4-5 to share resp. & create officers for use of lay gifts.

~~Pres~~ / Area conf + lay meetings. Network process for people to know names & faces. Dist. visits take stu. clergy or deacons or lay people. Grand Rapids small group. Nam-fall brings group fights. Appt. for laity - same thing happens for clergy. Meeting good but not time to spend in clergy. Don't revolve around proced. matters, make better feelings. Better feelings transfer into greater process.

~~David~~ / Our dist home of 1st lay elder. Warm spirit retreat, coord. pres. by laity. 2 wks by laity 2 conf. per year, off-year wk long spirit retreat 2 level groups. Spring conf. lay led & lay processes. DC Boise - far off - 8 hr drive. More ppl there than ever. Issue willingness lay person Dist Newsletter tracks. Maintains dist. mailing list. Involvement high. Large area not prohibited. No clergy boxes but lay at last DC. More lay not less. FT person grew out of lay involvement. Can listen better than pastor - out of sit & nothing to lose.

~~David~~ Helps me go back to Vanc. + do more better
+ be more involved.

Sally) Subsidize travel for Alaska + Hawaii. Prev.
in our budget. More lay inv. in
areas. Aware of things that go on.
Want to go on to Reg. Conf. I see lay rep.
growing (area reps.) Imposs. for 1 lay
person to visit in every ch. Area lay
reps to visit in every ch - talk abt issues,
conserp. Contacts + people in each area,
better conserp. tell more what's going on.

Clare) I get inv. I could DC in May when
started. Unknown Dist. Unknown in my own
chch. Need in our city could we do alone.
Needed lay involvement. There. Good conf.
exp. has been tremendous. Clark DC, lay
person, int. in lay invol. Travel to
various churches - understand problems
in Philly, Shreveport, Dallas. Talk get fed-
back. Hear from, get calls. Info. How
do you get women, lay invol. No writer,
too slow. Mail doesn't get there. Phone
calls work. Know who am. Reach more.
Excited,

~~Wendy~~
Gaskill) Stress lay invol. not tied into pres.
strug. Can do what want, create, do
what ppl will go along w. Take groups
from our church. Dist. int. in visits.
Partly get to know each other. Reg. conf.
choose place easy to get to. Can use
retreat centers. Newsletter, keep in touch.
by phone. Issues surface. Put in
budget, lay rep will have phone allowance.

Bred) Effective lay involvement, opp'ty to go to
Reg. conf. Denom. from bid. perspec.

Art Brit + Aust almost there.

John No. Can't make 5 into 15. But
have functioned as district.

John Would foster dev. for 10 yrs.
What I have to do. Names,
resources, etc.

Art What will take to overcome idea
of demoting Australia.

John Miss Region -

DE Sense in talking about Reg.

John Make offer + you respond -

Bob Finance Help support this Reg.
to the.

John for 10% - WCE - designated fund -
educ. program to send teachers.
Come into country if had people.

DE Best served by sending teachers
not by paying for representation.

John We need real WCE people. Know quality.

DC's thing - Regions are big conf - go & get flavor.

Dec 1987 Finances of Can-Am \$13,000 salary of ET
reg elder. \$10,000 travel. 29,400 for
3000 left.

David P. Soc. too low. Our exp. teaches travel costs
abt. 8,500. 5,000 for DC. Others need to travel
also, and add to maint. salary, outreach,
etc. Reg. elder not spend 10,000 to get
around. Ken housing & pastor & he know
what going on.

Issue needs to be in By-laws:

Background: 40 acres retreat center, center
region Wren, Oreg. \$160,000. Director
we want to go. Allow issue of owning
property for Regions. If reg. fees - dist.
lines changed. Need to reflect that
applies in Regions. How can we do & By-laws
facilitate.

ERNE Meeting places for regions estab. by region.
Not central loc. Going away to event
excited & tell people. Impl. for smaller
churches to host conf & have ppl
come in a share excitement. Commu-
nicate - but they haven't been &
expressed.

Bill to Panda: Can-Am - we're Con-Am
(Confed. Amer.) Dec: alt. name, pow-am -
we're functioning on little money, bite
the bullet. Face it, but not fall into
details imagining. "Hard cases make
bad law." Projection - can't prophesy
what will happen. Do we believe
com of large Region & small are
worth risk of money, disruption of

Q. 10 yrs. long F period. How things will happen for that time.

DE Formula: WCE kept in continents. Use mixed formula as goal for becoming reg.
10 church
5 charters and/or suff finan. strength. Euro yes
Neg. go/africa no.
SE. Asia prob. will.

Q. Permissive not prescriptive.

DE Economic strength may not be there.

JE People who would join MCC would have financial.

JE Long & literacy waves stop us - from Indians, univ. students, etc.

DE Stay WCE until reach goal.

JE Aust not close. 5 churches only 2 chart.

JE Mixed feelings about coming back to WCE.

JE Maybe 3rd Atmp? JH. no

DE Dist. strux created pr. not belong, how to right it.

Q. WCE + Miss Region same thing. One points in a direction.

families. What's at risk?

~~Harry~~ Shift in perspective that has to happen from pt. time to full-time. Travel has to be wherever church is to church - travel in circuit. Costs of travel less than if from church $\rightarrow$ home. Planning N.Y. Shift perspective to person traveling half the year.

~~Prentiss~~ Meet as regions right now. Business questions. Come tog.

~~Bob~~ Object. Talking about personal feeling, report must be made. Out of context. Let's read document - take break.

~~Neil~~ We need to talk as regions. I can vote on anything until we do that. We are talking personally. We have to realize key people.

~~Bruce~~ 1/2 hr. reg. meeting.
~~Harry~~ 1/2 hr reg. meeting. + read paper.

~~John~~ ~~K.F.~~ Budget, personal stuff.

~~D.E.~~ Regional things. Do we need to reconsider dists. People nearby who raised issues.

London chart 8-9 yrs.

DE, lot of things diff. Distance, culture, approx. standard goals. Wk toward that - 3 criteria in WCE area to become reg. Not same as area as Aust/Gr. Brit.

15 groups

5 chart churches

send Elder to participate - elect one.
+ support elder, send to Eld. meeting,
Jan 1990 Conf. in London.

DE, numeric + church struct. Room to be variable. Hosp. may be some financial.

Jan Goals sound good.

DE, Missionary region?

Jan 6 churches nig -

7 Gr. Brit. (1 chartered)

1. Denmark

1. Sweden - focus group

DE, logical expansion continental. Austasia, So. Pac. Europe, Africa,

Jan Not yet - Nig. only thing outside - only Rev Madika - But Brit could come separate from W Europe -

DE Time frame - Shape for 10 yrs. while for. No compromise future -

paid VAI- add practice, Relating, withdrawn.

~~Bob B~~ delete
directives and - ? instructing delegates who must
VAP integrate new plus previous knowledge + must
be able to use/etc. in light of that new knowledge.

~~Harry~~ opposed - "are responsible for" implies needing to
explain why changes -

~~Clare~~ written word taken literally; "carry out directives"
taken literally. Cannot be so literal, need to
free up delegates.

V43 no changes

V44 no change.

V45 OK.

V46 OK.

Moved to adopt A - unanimous

B. Fellowship.

1. ~~Slide 4~~: chg. "one elder from each region"
to cover Australia.

Passed.

Sally Add "of the F. office"

~~? Ken Exec Dir~~

~~BIA~~ ^{ADD} Chosen to provide spiritual direction &
Clark to coordinate "..."
passed.

Bb1. No change

Bb2. small c "clergy" — add "person" to clergy.
"... from each Region and (add) from."

~~DE~~ If keeping 15 instead of 12 better off -

~~DE~~ Sig portion to support F office - they don't have to do that.

~~DE~~ ~~John~~ were going to lose Copenhagen. Stay if come out of AF MCC.

48 hrs. raised enough money to get them something else. Bringing an elder to head Opac. Res. we are making ourselves ~~for~~ make links.

~~DE~~ Finances? Africa. Do you think those areas have someone to represent them.

f. No. Too piecemeal. 6 ch. Europe, 1 ch. study Sweden - all our cost. but don't know what we've got.

~~DE~~ Goals - progression/sense of growth - 15 for region. What like?

f. 1 charter 7 groups -

~~DE~~ 15 groups, 5 charter? what would that represent.

f. Birmingham became mission & blossomed. Had to take mission status away - let them tender it to us - give them goal to work toward & blossomed. hit. trying to get miss status. Competition & attend gone up.

Joe Bee Treat ch like SG not grow - Treat like church grows into ch. Same 2 nat'l groups. Expense - needs dedication - Willing to put up money, expense to be full part of it. Didn't have to had Elders who did it.

Gil Focus needs to be on process of entire f. This line of By-laws is not way to make happen. Eg. impt. - this not how.
~~From Co~~

Brent Rom Comm. not privilege - responsibility.

W what? Sing song in language

W Raising consciousness!

Billy Equivalent - Call? -
Call passed.

Bbr - Motion to change carried. /

add "who will be."
passed.

B63 -

Bob Nec. to spell out staggering. After effective.

Kil Put in as implementing tool. Dropped later, but implementing. DE Policy adapted by Conf. a lot of stuff that can be part of position paper.

Brent Implementation kept for later. Ties in ByLaws & Implementation sheet. DE ByLaws 2/3 & implementation not.

~~you~~ cannot take money out of country.

~~Booth~~ write check + mail it -

~~you~~ Int. Reg.

~~gl~~ Canada-US + Mex-SC = Int. Reg.
Sweet includes Baja Calif. SE
only one.

Does Miss. have air of patronage.
People today have different feeling.

~~you~~ People still talk about our needing
missionary.

~~DE~~ Concept paper for tomorrow -

~~but~~ Mission Reg keep to the -

~~Root~~ Representatives?

~~you~~ Same as now (1) Lay rep. (1) from
Aust.

~~Root~~ Reg Elder? for Aust.

~~gl~~ ~~you~~ You'd have to remain the Mission
Elder.

~~DE~~ As groups expand.

~~you~~ Mission Reg should have goal of 15 -

~~gl~~ Support own Elder + put in to missions

~~Harry~~ ^{changes} ~~Expiring~~ Terms shall be staggered & shall expire at the ~~end~~ ^{conclusion} of the appropriate GC.

Bb3

~~RF~~ Can't carry over from old strux & can't assume Reg. Conf. every year or 2x a year.

~~GL~~ Persons elected are very often re-elected. If elected after Conf. - non-duck not lame duck.

~~Sally~~ Agree. ? as to what if we elected person as reg. elder and F would like to elect as E-ol-Lg.

~~Bob~~ Can be done.

~~Deby~~ Overlap can be training period. Consider training for Elders. Need training.

Bbc: Duties -

~~Dovid~~ Reg. Elders + E-ol-L will only meet 2x a year. Will interpret of BL wait until then.

~~Ha Clark~~ change: ... the Reg. Elder is auth. ...
... subject to appeal to the full BoE...

~~Bob~~ appeal - are adv's letters binding?

~~Harry~~ There are some things dear - "Advisory" letters are advisory only. Puts too much in one person. Only when "White Paper" passed at GC then binding.

~~Rw~~ Appeal process - "Binding" can be devastating if ^{to local ch.}
3-6 mos. Goes to Exec Comm & then to BoE.

~~Gl~~ Respons. for proposing reasonable ways for maint. local resp. Locally elected, known & accountable. Chosen by persons affected.

Ravin. His churches have almost
sep struc - Refer to Jose as bishop.
Ignace - Deconf fantastic - Fellowship
hasn't existed for them - Not getting
whshops - Don't worry abt Jose not
being here.

Jon Jose is supposed to report every
month - He's 1x a year before
G.C.

Del Ber Getting calls from my Jack. When
having problems, they feel have to
leave F.

He We feel should be in Reg.

Jon Mex needs to feel part of Reg -

De When think about cult, area,
strong kind of ident.

Ravin Rig + So. Africa?

Jon Eng + Med Eur - So. Africa could grow.
Race issue - Mcc could grow there -

Carl I think can't do it - prob -

He Long term - not forever -

Jon Hopes 5 yrs ago would be Dnt - not
realistic.

Carl One key features of Miss. Region - they have
to keep money.

all actions B of E reported to CL. Always guards local autonomy, unity of E must be maintained.

~~Clark~~ Interp. of bylaws - trouble or suit. Need. Binding framework for dealing w issues. Not binding spinning of wheels.

~~Brunt~~ No nec. wait for full B of E to meet. Consult, delegate, etc. Appeal can contact by phone if emerg or heavy sit. Can take phone vote, etc. No sense in CL unless buck stops somewhere. Appeal - not affirm. Auth to local Elders - if accept OK, only if not accepted appeal.

~~R~~ Two elders could make conflicting decisions.

~~Clark~~ Whole group can affirm.

~~Brunt~~ What auth have given local elders.

~~B of E~~ Appeal - who writes for. Pronouncement can interfere w local church.

Change: A review of all advs. interp will be done by full B of E.

~~W~~ Fight over clerk writing for interpret.

delete: or members.

~~Brunt~~ Needs to be mechanism for reporting rulings. "all such rulings ^{shall} be included in next set of minutes."

"Pastors, Lay Reps, etc"

~~Art~~ If just members can ask for a ruling, can lead to conflict.

Sydney - 110-120
Milwaukee - 38
Others small -

Art by keeping their 12% - that would
give them money to move around.
~~from~~ 1600 to fly someone in -

Now that DJ + Karen not there, don't
think there are problems -

Art If we put back into WCB demoralizing.
~~you~~ Mission Region will not, give them
more of an area of responsibility -

De Bar Hispanic Region - must be part
of Region they are in -

~~DE~~ ^{DE} While we've talked about, ~~for~~
~~part of~~ not invited them to speak
us.

De Bar Hear from them, + they are in touch
w/ District.

De Our Engt speaking will have to
be more bilingual -

Gl I think F shld address matters of
long as has + apostolate concern -
address that too. Help things happen -
have to give more as good as take away -

De Bar Some injustice to Hispanic to not
permit them to incorporate in
dist struct. Had to think of them
as sep. - as long as keep sep.

~~Clark~~ trouble & "binding".

~~fact~~ As lay rep, whether member goes thru me or directly, member ~~will~~ are entitled to answer & should be binding.

~~harry~~ If not binding, why need reg. elder in there. Reg. Elder not making ruling - is what ~~showed~~ was in original. GE is ultimate interpreter then binding.

~~chair~~ Empowering laity not limiting them. If take you apart - If I have? & not getting answers should be place to go. "You don't have right to?"

~~Brue~~ Let's finish or members first.

~~De~~ Can't as chair do that.

~~Bob B~~ Move to reject friendly amendment. ~~to strike~~ Restore "or members".

~~Paul~~ ^{AG} Have restricted who can bring charges; not imagine worst possible case.

~~Bob B~~ ^{FOR} "Tough cases, bad law" If can't ask? impossible. ~~for~~ Go against, to for - block off right to ask Elder impossible

~~Art~~ AG - Could not ask B of E to make binding interpret binding on vod. of 1 person, & usurping rights of people

~~David~~ FOR - insofar as - a body (church) were doing something & ? of equality, minority would need means by which to be heard -

Nigeria would have to come in under
Old Region.

q/ Maybe by Toronto have right? - paper
might provoke that. At Did not want
Aust to think we had

Jan Karen resigned Melbourne. Jan
resigned some time ago - has social
worker credentials. No clergy in
Aust. Bruce Calder,

Time GSS, FFO, Comm. on Laity - need
representation.

Jan Should have, by all means.

Comm. on Laity
1 from Australasia
1 from Western Europe
1 from S. Africa (when able to come in)

DE What we need to have is direction
about our mission, Evang., particip
+ representation. Critical? Has been
what we have created in N. Am.
Incl. Can + Mex. Need finance - strength
to support FT India. How do groups
get added we are not in those
areas. Reg. strug worldwide - what
brings another group in that strug &
what are groups that do not fit?

Jan I don't see 30 churches in a very long
time. If you put Aust back, NZ
+ S.E. Asia - you could make that
into a Region - are paying DE something -

DE. What is strength of that area

David AC - Not either/or both/and. Cong + bodies need to be encouraged to work through before presenting to E. Situations may develop sit in the sabotage of group process can be. Not asking?, but asking for binding interpret. Then up to Reg. Elder to go in. Both can be accomplished, abuses. Minority opinions must also be regarded as valid.

Deb
Green
Friends can write, not even member. Phila seal, Dist seal, told something else. Needs to be system. What's going, who's sending. Maybe quit. Interpret returned, come back to Cong. mtg. not on agenda, + report to Cong. B of E binding.

Kav F
Diversity, old members, new churches, 8-10 y. E F + work few mos. old, may not feel something being done accdg. to B. # of different ~~sits~~ sits. Because of diversity, can be long list of persons.

Bob
Comp: Hearing? binding/non-binding.
or WCE elder

"If the Reg. Elder is aware of a situation that is in ~~apparently~~ ⁱⁿ conflict of B. ^{that elder} may issue an ~~interp~~ ^{decision} binding ~~for that~~ ^{for that} sit, upon that situation, subject to appeal to the full B of E."

Bob H
Can Elder have auth. to raise something not raised.

Brenda
? No membership in F. change to "in".

Aust + N. Zealand in one region.

growing toward participation of Fin support, etc.
acknowledged moving toward.

How many in region

30

Problems taking ~~the~~ Aust back to WCE.
District wants to come back to WCE. Other do.

Aust are able to pay, etc.

Have been paying: ~~WCE~~ keeps tithe. Fund
has to be growing. No one to send. Only one
church. Not a lot of money.

talking about asking reg. to tithe, 10%
of receipts to WCE. Annual amt. of \$25-30,000
In some way they can come to Reg. district.

Aust, N.Z., S.E. Asia, Mission Region.

Eng + Europe wanted to be Dist, not
ready. Don't separate need each
other. Missionary Region.

Aust, N.Z., reach out to Philippines.
Don Johnson began - Jim Dykes might not.

Missionary Region doesn't sound so alienated.

We can't do whole job 3 people who can't
be there.

never have 30 churches in one country

~~Timothy~~ What about Aust. district? They can find a new identity. What about Eng + Europe, we'll have to work twice as hard to be a Region. I was appt'd to Comm. of Laity, then GSS informed me I was on GSS. Problem, if in US + Can, if in WCE not told what you are, Comm. on Laity, GSS, etc.

~~Brenda~~ Should UK/Europe + Aust. be termed regions.

~~Tim~~ We're far smaller than any of your Regions -

~~DC~~ How do WCE areas or g.p. of areas become Regions. Only set up formula, but not in this. Aust. - what will happen to them. Look at issues of when are starts under strong suppr. + emerges into autonomy - becomes region.

~~Brenda~~ When Canada was WCE area, we were confused. + you a lot of confusion should be pointed out. Whenever talk abt Regions should add WCE. When talk about areas, do something about WCE. Aust. treated as Region but not required to meet.

gt/ How do other areas see themselves attaching themselves to this system we've designed for N. America. ~~La~~

DeB/ Need maps & more than N. Amer. Not know how to do this unless explained to us. Ask J. White to sit in & us. Not implement at this time, but look at Regions, etc. for WCE.

De/ Look back at what we did & Jim White.

Larry/ we don't want to specifically write down how WCE operates, may have to be diff. WCE has to be responsible for different things. Bd of E must be responsible for same procedures as Bd of E - Things may not be part of By-laws, but procedures must be set up. Maybe need to ease from duties of regions/elders, some of things for WCE, so it operates as quasi WCE. Geog. region may vary.

Brent/ Motion that all decisions ^{concerning WCE} be referred to WCE for recommendations to be handled at WCE.

De/ You did give us WCE regmt. ^{every} 1 WCE Elder for 1500 members.

Gil/ Joe Hubert - Missionary District - amends to Missionary Region. People recog. as "on their way to" being Region while they grew to stature & function. "Missionary" has funny ring to us. How would we facilitate.

Brent/ Incorporate concerns of WCE & referred